

Independent WOMAN

AUGUST, 1947

A. Devaney, Inc.

**REPORT
TO THE
FEDERATION
1947-1948**

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Mrs. Josephine Hawlicek



Photographs by Rose,

French Lick Springs, Indiana.



Mary Donlon (right), speaker at the closing session, is greeted by Sally Butler (left)



Lyman C. White (right), speaker Sunday evening, with Gloria Bowman (left)

Congresswomen Lusk (left) and St. George (right) were the speakers Friday evening



OUR GUEST SPEAKERS



His Excellency, Ralph H. Gates, Governor of Indiana, welcomes members of the Board to Indiana at the opening dinner



Genevieve Forbes Herrick, noted journalist and lecturer, was the featured speaker at the banquet Saturday evening

INDEPENDENT WOMEN

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FLASH!

As the August issue of *Independent Woman* goes to press, word comes from Paris that at the final session of the Congress of the International Federation, our National Federation's president, Sally Butler, was elected president of the International Federation also. Miss Butler therefore becomes president both of the International and the United States National Federations. Mrs. Isabelle Claridge Taylor was re-elected treasurer, and Bergelot Lie of Norway was elected secretary. A full account of the meeting will appear in the September issue of *Independent Woman*.

CONTENTS FOR AUGUST, 1947

Our guest speakers (Photographs)	Frontispiece
Accent is on Political Action (Story of the Board meeting) by Frances Maule	210
We're All Builders of Public Relations (Report of Pauline Mandigo's address)	214
Look the Long Way We've Come (Annual address of the president, Sally Butler)	215
Report of the National President, Sally Butler	217
Report of the Executive Secretary, Olive H. Huston	219
Reports of National Standing Committees	
Education and Vocations	221
Federation Highlights	222
Finance	222
Health and Safety	222
Independent Woman	223
International Relations	223
Legislation	224
Membership	225
News Service	225
Radio	226
Program Coordination	226
Public Affairs	227
Legislative Program for 1947-48	228
Marching on to 150,000 (Membership)	228
Reports of Special Committees	
Administration of International Funds	229
Candidate Data	229
International Federation	230
Legislative Recommendations	230
Lena Lake Forrest Fellowship Fund	230
Legislative Steering	230
National Representatives at State Conventions	230
Women for Policy-Making Posts	231
Winners of Citations for Public Affairs Projects	231
Report of United Nations Representative	232
Recommendations of President and Committee Chairmen	
President	233
Education and Vocations	233
Finance	233
Health and Safety	233
Legislation	233
Membership	234
Program Coordination	234
Public Affairs	234
Recommendations of Special Committee Chairmen	
Legislative Recommendations	234
National Representatives at State Conventions	235
Therefore be it resolved	235
Peace by Pieces (Address of Lyman C. White)	236
Winners in News Service and Radio Contests	240
And Now We're Off on the New Club Season	240
Lead Us, Oh God (Hymn dedicated to Dr. Lena Madesin Phillips sung at Board meeting) by Marguerite Davis-DeVore	237



The Federation's president welcomed the Board members as they arrived, with the celebrated Sally Butler smile

MORE participation in politics—including candidacy for political office . . .

More promotion and support—including official Federation endorsement—of women for political office and other policy-making posts . . .

More energetic support of the United Nations and all agencies and measures designed to promote good international relations and world peace . . .

These are the matters which received strongest emphasis at the meeting of the members of your Board of Directors at French Lick Springs, Indiana, July 2-8, and to which they would have you give increased attention during the coming club year.

Reports, recommendations, discussions, informal expressions and response to formal addresses all made it unmistakably clear that, if your leaders have their way, the club year of 1947-48 will see Federation members taking a hand as never before in the management of community and world affairs.

In her annual address at the opening dinner on Thursday evening, July 3, Sally Butler, the Federation's president, called upon the members of the Federation to see that, at the 1948 elections, at least two women are elected to the United States Senate and twenty-eight to the House of Representatives, and that women are

Accent is on Political Action

BY FRANCES MAULE

appointed to such high posts as judges of federal and supreme courts. As the first of her recommendations, presented at the close of her annual report, Miss Butler urged that qualified members of the Federation in every state seek public office.

In her response to the address of welcome made by Governor Gates of Indiana at the opening dinner, Dr. K. Frances Scott, the Federation's first vice president, said, "When you need help in community work we want you to know that you can count upon us. We are out for office—yes. We are out for membership on boards, commissions and other such agencies for social welfare. But our bonnets are in the ring not because we covet glory, but because we know the world needs women in such posts. Don't forget us."

The overwhelming sentiment in favor of increased political activity on the part of Federation members was clearly indicated by a discussion which followed a proposal by Mrs. M. C. Beckers, president of the South Dakota Federation, and supported by Mrs. Leone T. Jensen, president of the Oregon Federation. This had been presented as a resolution submitted to, but not approved by, the Resolutions Committee. It provided that the Board of Directors ask the 1948 biennial to reconsider the wording of Margaret A. Hickey's recommendation, adopted at the 1946 biennial, permitting the Federation to work for and *endorse* candidates for public office, and return to the original wording limiting the Federation to working for and *encouraging* candidates for public office. The sponsors of the proposal, together with a scattering of other Board members, raised the question whether endorsement of candidates for political office might not cause dissension in the ranks of the Federation.

COMMENTS which followed brought out a strong conviction on the part of the members that no such dissensions need arise if the members of the Federation are clear in their minds as to what constitutes endorsement; and the discussion ended without action on the proposal other than the passing of a motion, made by

Dr. K. Frances Scott, that the Federation attempt to educate its members on this point.

The addresses of the two new congresswomen, the Honorable Georgia L. Lusk of New Mexico and the Honorable Katherine St. George of New York, speaking at the evening meeting of Friday, July 4, were in a key which showed that they realized they were speaking to a group of politically informed citizens that could make its influence strongly felt on any measure on which it might take a stand.

"I am especially happy to speak to and meet you," Mrs. Lusk declared in her opening remarks, "because I can see clearly that some of you will shortly be joining us in Congress. Also I know of no group that is better qualified than yours to give effective help in solving the many grave problems that we face in our country today for the reason that your experience has given you an especially good grasp on these problems."

SPEAKING in the same vein, Mrs. St. George said that "the epic of America can only be written if women play their full part in the writing of what we confidently believe will be one of the greatest success stories the world has ever known." She asserted that "we need more women in Congress, and more women could be there if they really cared to be. Sometimes I am asked if it is not necessary to do a lot of work to educate men to the acceptance of women in public office. My answer is, no; it is the women we must educate. The men are eager for your help; they realize that they need you."

Mary Donlon, chairman of the New York State Women's Compensation Board, speaking at the final session on "that second profession that all citizens of a free country must have, the profession of politics," asked why is it that women still do not understand and use the political power that is unquestionably theirs.

"The new emphasis on the importance of politics in a democracy is no academic contribution to political theory. It

Rose Photos

French Lick Springs, Indiana



Left to right: State Presidents Laura M.

Lorraine, California; Martha A. Hollenbeck,

Wisconsin and Elsie Shanahan, Rhode Island



Left to right: State Presidents

Bess Stinson of Arizona and

Emma Scofield of New Mexico



East meets West as State President Kathryn Brenton of

Kansas poses with State President Doris C. Rosen, Maine

is no less than a three-alarm call to come to the defense, through political action, of the system to which this country is dedicated. There is a new urgency in the times. The need to take action is almost frightening. It is frightening to note the way in which the world is divided into two opposing political groups; on one hand, the group that believes that the state is the master of the people, and, on the other, the group that holds with our American doctrine that the people are the master of the state—the doctrine, framed by our founding fathers, that governments derive their just powers only from the consent of the governed.

"How serious is this threat to our free institutions, the ultimate event will prove. We hope and believe that if we act promptly there is yet time. But time is running out here as it has run out elsewhere:

HISTORY probably will record that France was conquered in 1940 as much by the political weakness of her people as by the armed might of her conqueror. History probably will also record that England withstood conquest despite the might of her would-be conqueror, because of the political strength of her people.

"Economic and social status seeks and finds the

level of political status, whatever that may be. It is not enough for women to concern themselves with economic and social causes, however important the particular cause is. It is necessary for women to see the picture whole and to function as citizens, rather than as lobbyists. To function as citizens, women must become proficient in politics.

"In the totalitarian state, public policy is made at the top and pressed down on the local communities. In a country where the individual freedom of citizens is recognized, policy is effective only when supported at the local level. To function as effective citizens through participation in politics, women therefore should become politically active in their local communities.

"Politics and public affairs may not safely be left to schemers or dreamers. There is political work that must be done by men and women who have demonstrated, in their own business and professional careers, the capacity to get work done.

"In tens of thousands of communities, from one end of our land to the other, women, represented here tonight by you, are making history, either through constructive action or apathetic inaction. You are their leaders. Yours is the challenge to perform a leader's duty. If we women do not resist the onrushing tide of reaction, if we do too little too late, this last citadel of individual freedom may fall because of our political weakness, as France fell in 1940. As you go back home to your own states, remember—it is later than you think!"

As practical first steps toward effective participation in politics, Miss Donlon offered the following suggestions:

Join a political party.

Be an active worker in your party.

Go to political meetings, and keep yourself informed on all political issues.

Bring constantly to the attention of political leaders the value and importance of giving women a place on party committees and tickets.

Study the technique of politics—that is to say, the specific procedures by which political groups get things done.

Bring qualified women to the attention of your party leaders, and vigorously support all qualified women candidates.

Start your campaign now to send women delegates to next year's political party conventions, state and national.

Avoid building up a woman's bloc; work with the men, and look for and support men leaders who have an enlightened attitude toward women.

Don't try to go in at the top; begin at the community level and work up. That's the accepted way in politics, and if we have strong communities, we shall not have to worry about the strength of our nation.

Cultivate the three "p's"—be patient, persevering, politic.

Turning from the local to the international scene, Mary Donlon went on to point out the urgent need for an informed and vigilant citizenry in world affairs. If

the dictators who came so close to wrecking our kind of civilization had been unable to force women back into the state of political subjection from which they were beginning to emerge, the world might have been spared the horror of a second World War. Today women in war-devastated lands, as they begin the task of recovering their lost gains, are looking to America not only for material help and spiritual inspiration, but for patterns of conduct upon which to build their efforts.

"Remember how, in the dark days of the war," said Miss Donlon, "Winston Churchill, in one of those great speeches which did so much to sustain the courage of the hard-pressed British, called attention to the help Britain was receiving from America by quoting the lines of the poet, Arthur Hugh Clough:

'And not by western windows only,
When daylight comes, comes in the light;

In front, the sun climbs slow, how slowly,
But westward, look, the land is bright.'

"America is the bright land to which the peoples of Europe are looking. To Americans, and most particularly to us privileged American women, the weary, hungry, homeless, confused, leaderless people of war-ravaged lands are looking for leadership.

You of the business and professional women's clubs are leaders in your own localities. You have more power than you realize. You must not fail the needy peoples of the world by neglecting to use it."

The very great value of the contribution which an organization such as ours can make to the shaping of a world conforming to democratic ideals was emphasized also by Genevieve Forbes Herrick, journalist, lecturer, former chief of OWI's book and magazine bureau and charter member of the BPW Alliance of Chicago. Mrs. Herrick, who has just returned from a tour of the war-

devastated lands, declared that the world today stands at a meeting place of history and hope, and that it is the task of people of good will all over the world to make possible the triumph of hope over history. She complimented the Federation on having officially endorsed peacetime military training and the retention of the women's services as an integral and permanent part of America's military establishment.

If hope is to triumph in this tomorrow we are facing, and we are facing it whether we like it or not," she declared, "the women of America must help make public opinion. But before they can make a public opinion that is effective toward this desired end, they must make their opinion public. Before they make their opinion public, they should make very sure that they know what they are talking about.

"The roads that lead to peace are essentially parallel, and have, basically, the same road signs. The best the traveler can do is to study the signs, then start out and keep going. If we all do that, we shall arrive at the destination we all desire."

Speaking at the Sunday evening session on the subject "Peace by Pieces," Lyman C. White, who is in charge of the work with non-government organizations in the Division of Coordination and Liaison of the United Nations, gave specific information in regard to ways in which organizations such as ours can help UN, and how UN can help organizations. His department, he told the Board members, has the most extensive collection of information on non-government organizations to be found anywhere in the world. "It may interest you to know," he said, "that I have in my files a complete dossier on your organization containing all the official action you have taken on international matters from your earliest beginnings. It is

Left to right: State President
Mildred Hearne of Tennessee
and Stella Waite of Arkansas
are caught by the camera as

they relax in a quiet garden



a record showing an intelligence and foresight on the part of your leaders of which you may well be proud.

"UN," he declared, "needs to have detailed, accurate information on such subjects as the status of women, employment of women, child welfare, and other subjects with which non-government organizations are concerned. It is my job to get that information from the organizations and into the hands of the various agencies and organs of the United Nations. It is also my job to make available to organizations such as yours any information they desire about the United Nations.

"The representatives of various non-government organizations who acted as consultants to the United States delegation at the San Francisco conference made an important contribution. The eight organizations that have been given consultative status—of which your Federation is one—are recognized as performing a function of genuine value. We are grateful to you for permitting us to make use of you, and we hope that you will make use of us."

In reply to an inquiry from Stella Barker, president of the Iowa Federation, as to what the machinery for such cooperation is, Mr. White replied:

"Well, for your organization, the machinery, of

course, is Mildred Burgess—and very good machinery it is, too, as you had demonstrated to you in the School of the United Nations which Miss Burgess presented at your afternoon session."

THE Board Meeting opened with every member of the Executive Committee in her place, and with all the national standing committee chairmen answering "present" to roll call except Margaret Culkin Banning, Program Coordination chairman, who was unable to attend because of press of work connected with her forthcoming book, and Sara Sparks, Public Affairs chairman, who was absent because of illness. All state presidents were on hand except four—those of the Alaska, Hawaii, New Hampshire and Wyoming Federations. Hawaii was represented by Mrs. Eva Hendry, Wyoming by Mrs. Rachel Fish and New Hampshire by Mrs. Eva M. Chase.

The routine business of presenting and voting upon reports and recommendations was varied by the presentation of a number of special features. Among these were the Program Workshop arranged and put on by Julia Cole Fauber, director of Program Coordination; the School of the United Nations, arranged and put on by Mildred Burgess, United (Continued on page 239)

WE'RE ALL BUILDERS OF PUBLIC RELATIONS

THE building of good public relations is the job of each and every member of the Federation," declared the Federation's director of News Service and Radio, Pauline Mandigo, in an address following the presentation of the News Service and Radio Awards at the Public Relations session of the Board on Sunday afternoon.

"Your president, Sally Butler," said Miss Mandigo, "is your chief public relations officer, and during this past year she has done a stunning job for you. All the members of the Executive Committee, of the National Board of the executive staff, are public relations officers for our organization. Your executive secretary, Olive H. Huston, is one of the best public relations persons I know. Why? Because more than most she knows how to make friends and influence people.

"I would like to see every one of the members of the Federation begin now to think of herself as a public relations officer. Actually, merely by being ourselves at our best and acting up to the best that is in us, we are doing a good job of public relations for our Federation.

"Here you are—a group of intelligent, competent women who have established yourselves in your respective fields. Each one of you is pulling her own weight. Many of you are taking care of others. Most of you are keenly interested in many things besides getting ahead on your jobs and managing your personal affairs. I always think of you as well-dressed, well-groomed, well-mannered, kindly people who are great sharers because you pass along to others some part of

all you get and all you do. Every time you *share* with others, you build good public relations.

"If you think of it in this light, you begin to realize that the building of public relations is not just getting something about your club into the newspapers or on the radio. It is everything you do, everything you *are*, both as an organization and as individuals known to belong to a BPW club. It is good behavior in action.

"Not that it isn't important to get things into the papers and on the radio. It is. That is our way of acquainting the public with our achievements—perhaps even more important, with the nature of our organization and its objectives and ideals. It is important that we should have the most cordial and friendly relations with the representatives of the press and the managers of our radio stations.

"Sometimes it seems to me that we make too much of what we are likely to call 'handling the press.' Why should we 'handle the press' at all? The press knows how to handle itself and it doesn't need handling by us. And besides, the representatives of the press always see through such efforts and are either amused or faintly annoyed by them.

"And let us not be afraid of the press. Its representatives don't have horns; they don't bite. They are just people like ourselves who respond to friendliness and fair treatment. Why should we get scared when the word gets round, 'There's a reporter in the house.' Let's say, 'There's a reporter in the house, hurrah.' Let's make the representatives of the press feel welcome at our meet— (Continued on page 237)

At the dinner which opened the
meeting, Governor Ralph H. Gates
extended to the members of the
Board a hearty welcome to Indiana.

Left to right: Grace Schoenbaech-

ler, Mrs. Hazel V. Peterson, Maude

Doyle, Sally Butler, Governor Gates,

Dr. K. Frances Scott, Mrs. Nina

Horton Avery, Florence Cartwright



Look the Long Way We've Come

ANNUAL ADDRESS OF THE PRESIDENT, SALLY BUTLER

IN July, 1948, the 100th anniversary of the historic Seneca Falls meeting will be observed. It was at that meeting that the declaration of rights for women was drafted, and American women for the first time demanded full rights as voting citizens, and educational and economic opportunities.

Women have come a long way in the past ninety-nine years; but they still have a long way, a very long way, to go. Let us consider where we have come from and where we want to go, and see if we can get on with this journey quickly so that when we commemorate the Seneca Falls meeting next July we can report even greater progress than at the present time.

One hundred years ago no woman in the United States had the right to vote. Wyoming was the first state to enfranchise women, and then other states followed one by one until the state of New York adopted an amendment to its constitution in 1917. The end was in sight, and the federal amendment was soon to come, as it did in time for women to vote in 1920.

One hundred years ago no woman could train for the medical profession. Then Elizabeth Blackwell and her sister Emily established the New York Infirmary for Women and Children which enabled women to become internes and thus qualify to practice medicine.

One hundred years ago there were no women judges; women lecturers were unknown; and the woman office worker was seldom to be seen and never heard, be-

cause it was not considered ladylike for women to speak at public meetings in those days.

One hundred years ago the conflict between the North and the South was brewing. Modern transportation by land, sea and air was undreamed of; the pioneer railroads were still looked upon in some quarters as too novel to be trustworthy; the covered wagon drawn by horses was still in vogue.

Modern methods of communication—telephone, teletype, air mail, radio and television—were beyond belief. The unenfranchised position of women seemed natural in that day and age, but even then a band of wonderful women dared to chart a new course. We must see to it that we are good followers.

Today we live in a different world, every town of which is just sixty-four hours removed from the farthest point on the globe, and probably before I can finish presiding at this Board meeting the time will have been shortened to twenty-four hours.

TIME and space have been telescoped for our benefit. No one crosses the country today by horse and buggy. No one sends a letter in the saddle bags of a mounted rider. Old days and old ways are gone; the only things that have not changed are some ancient prejudices. These prejudices against possession by women of equal rights under the laws of man as well as the laws of

God, die hard, but like the passing centuries they must come to an end sometime. We must hasten that end.

We are living in the Atomic Age—the only age that man has dared to name and to recognize while living in it. We have no record that proves that the men and women of the Stone Age said, "We are living in the Stone Age," or that those who lived in any other age could define it clearly and could understand its implications. But we know our Atomic Age, and we know that now only mankind can save mankind from annihilation—and by mankind I mean womankind, too.

In the Atomic Age we need men and women of broad vision, capable of adjusting their viewpoints to the changing time. We need men who are dedicated to the use of science to supplement man's way of life, to raise his standard of living and to protect him from global war. Unless science can do this for us, men have created a Frankenstein which will annihilate them.

ISN'T it ridiculous to talk about keeping women from their full rights as citizens in a world where civilians are as much in danger from war as the men who fly the planes, or dispatch the rocket bombs? Did a bomb ever explode more carefully when it approached a woman? In a world where women cannot be protected from the horrors of sudden death and war, why talk about "protecting" them from the rights to work and to help build a better world? What we need is more humor applied to the age-old question, "Are women people?" Men have a sense of humor and should see for themselves the absurdity of some of the present-day arguments which keep women from becoming full partners in the job ahead—from helping in the building of a new world where nations settle their differences at the council table instead of in the trenches.

Professor Eduard Lindeman has said that the social sciences have a noteworthy contribution to make to our troubled times; that the social sciences must show us how to translate knowledge into wisdom and into action. I agree with him. I have faith that the National Federation of Business and Professional Women's Clubs will be able to help do just that: translate knowledge into wisdom, into action, for we are an action group and we know the importance of action at the right time.

All around us we hear the sounds of confusion by day and by night. People are confused, and they exchange their confused beliefs as spurious coins in lieu of real currency.

Here in the Federation we have real currency. We have 120,000 women who are trained to study, think and apply their knowledge to the problems of everyday living. A little leaven leavens the whole lump. I am hoping—as I am expecting—that a little leaven of common sense applied at the right time will help unscramble our domestic and foreign confusion.

It is for that reason that I want women to make real progress in the year ahead. It is later than we think. It is for that reason that I want to see the Equal Rights Amendment passed by the Congress of the United States and speedily ratified, so that it may become the law of the land. It is for that reason that I want to see two states in 1948, as a beginning—only as a beginning, mind you—elect women to the Senate of the United

States. It is for that reason that I want to see the seven women in the House of Representatives increased by four times its present number. It is for that reason that I want to see qualified, competent women appointed as federal judges and elevated to the Supreme Court.

WOMEN are holding a great variety of offices on a local level, and I am proud of their record. They have proved by their services as town and county officers, and as members of school, health and similar boards, that they are competent, trustworthy public officials. On a state level, especially in the New England states where they are more numerous as members of state law-making bodies, they have manifested a high degree of competency. However, archaic laws that are as outmoded as the ox cart hold women back and, in too many states, keep them from policy-making posts, from receiving equal pay for comparable work, from serving on juries, from possessing separate property rights.

When is the United States of America going to take off the shackles which hamper the progress of the whole country by hampering the progress of women, who are now in the majority in this country? That is the sixty-four dollar question and women must find the answer to it.

The way ahead is a dark and troubled one for mankind. To me the main hope of the world is the United Nations. Women must be free of restrictive laws and impediments to progress if they are to understand and support the work of the United Nations as they should.

Mankind has never had such an opportunity for freedom and for life, liberty and the pursuit of happiness. We dare not muffle this opportunity.

And so I am offering each of you a challenge today and am asking you to work as you have never worked before. I want you to go out of this room determined to go to men and women political leaders and insist that the best qualified women in their parties be given encouragement to seek nomination and election for public office. I want you to see that our senators and representatives pass the Equal Rights Amendment before the 100th anniversary of the observance of the Seneca Falls meeting—before July, 1948. I want you to see that the states which have not done so pass women jury and equal pay bills. I want you to see that big business as well as little business gives women the right to work without regard to marital status.

In the year that lies ahead we must do all those things that we have left undone, if we are to be worthy to pay tribute to those pioneers. But for the vision, courage and untiring efforts of the women who made history at Seneca Falls, we would not be here today.

I can find no better words to say of them as they look down at us from "the bright blue yonder" than the wonderful phrase used by Winston Churchill when he said of the men of the British Air Forces, "Never before have so many owed so much to so few." Let us be worthy of these women and take up the challenge of the year ahead. Let us take to them at Seneca Falls the tribute of having reached the goals they set, so that the country may have the benefit of the services of all women who have a contribution to make to peace and better living.

Report of the National President

SALLY BUTLER

We never know how high we are

Till we are called to rise;

And then, if we are true to plan,

Our statutes touch the skies."

EVERY one of us has felt some of the truth of these words of Emily Dickinson when we have been asked to take upon ourselves added responsibility or new duties. Each of us has discovered that she could do more than she thought—that she had more to give than she knew—and, as individuals and as a Federation, our stature has increased as we have been called upon to rise. During the past year the National Federation has grown in many ways, and in the future it will be called upon again for even greater efforts worthy of its new stature.

At the close of this, the first year of my administration, may I extend my sincere appreciation to the leaders who have given tirelessly of their time and effort. This includes the elected leadership, the appointed leadership, and the professional leadership at our executive offices.

My first privilege as your president was to appoint, with the approval of the Executive Committee, the official family of the Federation. The prompt response received from the people who had been selected according to abilities in their particular fields was most gratifying. The midyear meeting of the Executive Committee was a one hundred per cent meeting with each and every officer and standing committee chairman in attendance. The discussions around the conference table during this meeting proved the group to be farsighted, and out of them came the preliminary plans for our next year's activities.

Through the untiring efforts of local, state and national membership chairmen and our field department, we have had the greatest growth in membership ever on record in the twenty-eight years of the Federation's existence. This fact is a source of personal pride and joy to me not because of any particular accomplishment of mine, but because it demonstrates that the Federation is meeting a need throughout the country.

On assuming office, I took as my guide the recommendations voted at the Cleveland biennial convention. Highlighting these, we can report many accomplishments.

First, the establishment of a full-time staff specialist to make contacts with the United Nations and to channel the information back to the membership as

Indiana state presidents all, past or present. Left to right: Tella C. Haines, Sally Butler, Grace Schoenbaechler, Mrs. Marie Ferguson Thompson



United Nations organization and creating in them the desire to further public opinion in their own communities for its support.

Second, the establishment of an office in Washington for our director of Legislation and Washington representative, and the appointment of a secretary. At the direction of the Executive Committee and standing committee chairmen, this office was formally opened early in March and dedicated to a drive for the passage of the Equal Rights Amendment in this Congress.

Third, creation of a special international fund. Letters were sent to all local club presidents and members of the National Board and a heartening response has been received. As provided by biennial convention action, this fund will be administered under the direction of three trustees who were appointed from the National Federation.

Fourth, in cooperation with the International Federation, we have continued to send packages of food, clothing and magazines to our European affiliates.

Fifth, in accordance with biennial convention action, the Federation and its affiliated clubs have endorsed and worked for the election and appointment of qualified women to local, state, national and international boards and commissions.

IMMEDIATELY following my election, I attended the meeting of the Board of Directors of the International Federation of Business and Professional Women in Brussels. Through our different publications, I have endeavored to bring to you the spirit that permeated this meeting. Twelve countries were represented and it was my privilege to establish contacts with the members of our affiliated Federations which have been invaluable in understanding mutual problems. I have represented the United States Federation on the emergency committee of the International Federation during the year.

On my return from Europe, feeling the great need that existed to assist the children of Belgium, I initiated, with the approval of the Executive Committee, the Belgian Children's Project. The response has been overwhelming, showing the great interest that our Federation members always feel for those less fortunate.

One of the greatest privileges of a national president is to meet with the leaders of other organizations. I attended the ten-day meeting of the International Assembly of Women at South Kortright, New York, in October. Women from fifty-four countries were in attendance, and it proved a most inspiring experience. The days were filled with discussions of the problems of the world—economic, social and moral. The main question was "The part women must play in building world peace and helping to make the United Nations work." I also attended a session of the General Assembly of the United Nations in company with many other Federation leaders.

On the gracious invitation of the *Herald Tribune*, I was an honor guest at their annual forum in New York. During the forum a luncheon meeting took place for all Federation members in attendance at the forum.

I was honored by being chosen "Woman of the Month" for October by the American Woman's Association of New York, and addressed the meeting held on

that occasion. Your president was chosen to respond for all businesswomen at the "Women in Industry Luncheon" at the annual congress of the National Association of Manufacturers. She also addressed the women of the American Farm Bureau Federation during their national convention in San Francisco. At the national convention of the American Women Broadcasters, she appeared on a panel with other leaders to discuss the problems of radio.

Over my signature have appeared several articles in nationally known publications.

The executive secretary accompanied me on a trip to investigate the facilities for the 1947 Board of Directors meeting and the 1948 biennial convention. It was determined that conflicting dates impaired the facilities and it was impossible to hold the Board meeting in Reno. By a vote of the National Board and the Executive Committee, French Lick, Indiana, was selected as the site of the 1947 Board meeting. We found preparations already under way by the Texas Federation to assure us a great biennial.

I attended state board meetings in Georgia, New Jersey and Virginia, also a tri-state meeting in Iron-ton, Ohio, for Ohio, Kentucky and West Virginia.

Your national president presented the Federation's stand at the International Trade Organization hearing in Washington, D. C., and was ably represented in the five other regions by members of the Federation.

Whenever possible, I have addressed local clubs and district meetings. It is my deep regret that time and a provision in the national bylaws which requires that the national president must be gainfully employed have not permitted me to accept all the invitations which have come to me.

I have endeavored to answer all mail and respond to every call as promptly as possible. In many instances I have asked Federation members to attend meetings and represent our organization. These persons have served creditably and well. I can only say that I have tried to serve you to the best of my ability and I thank you for the privilege and opportunity of doing so.

Addenda to Miss Butler's report:

ON the evening of July 15, Miss Butler took off for Paris in a TWA plane from La Guardia Field in New York to represent our Federation at the meeting of the International Congress of the International Federation which took place July 19-25. She was accompanied by Betty Foster, a member of the BPW Club of Indianapolis, Indiana, who is chairman of the Fine Arts Committee of the International Federation. On Miss Butler's return, she will furnish *INDEPENDENT WOMAN* with a detailed report of all the proceedings of this meeting which is fraught with so much import to the future of BPW organizations throughout the world. On July 17 a cable was received at the national executive office announcing that Miss Butler's plane had landed and that she was safe in Paris where she was greeted by members of our Federation and the Federations of other countries who had preceded her, among them the International Federation's president, Dr. Lena Madesin Phillips, and the immediate past president of our own Federation, Margaret A. Hickey.



Olive M. Huston serves the Federation as its executive secretary

THESE words of Kenneth Goode summarize the standard which I have tried to establish as administrator of your national executive offices.

According to the report of the committee on officer-staff relationships, submitted to and accepted by the 1946 biennial convention, the executive secretary is the chief administrator of the staff in the executive offices and "is responsible to the Executive Committee and Board of Directors, through the national president, for the carrying out of the policies of the Federation, its program as adopted at the biennial convention and action taken by the Board of Directors. It is not within the realm of the executive secretary to formulate or dictate policy, but rather to execute policy as determined by the biennial convention and action by the Board of Directors." Further, it states, "This may be interpreted to mean that certain services may be allocated at the discretion of the executive secretary to her associates and department heads with consideration for the type of assistance and information sought. The final responsibility, however, rests with the executive secretary." In accordance with this last sentence, I am submitting a report of the stewardship with which I have been charged.

According to the above-mentioned report, the executive secretary serves directly:

First, the national president of the Federation. May I take this opportunity to express my appreciation to Miss Sally Butler for her untiring efforts and whole-hearted cooperation. Under her direction, the midyear meeting of the Executive Committee and standing committee chairmen was planned and executed by the staff and, in addition, the interim meeting of the Board of Directors in July, 1947. It has been my privilege to represent the national president upon many occasions, the most outstanding of which was to receive with Mrs.

Report of the Executive Secretary

OLIVE H. HUSTON

"One, find out what people like,

Two, do more of it; and

Three, find out what people do not like,

Four, do less of it."

Truman and the wives of the cabinet members at the reception given by the District of Columbia Federation.

Under the heading of "cooperation with other organizations," I represented our president at the national convention of Campfire Girls, President Truman's Conference on Juvenile Delinquency, a special meeting of the Women's Interests Section of the War Department, and on an inspection of the Universal Military Training Experimental Unit at Fort Knox, Kentucky. I accompanied our president to Reno, Nevada, Fort Worth, Texas, and French Lick, Indiana, to inspect facilities for the Board meeting and biennial convention. It has been my privilege, during visits of the national president to the executive offices in New York, to arrange conferences, interviews and other special engagements.

Second, the Executive Committee. May I also express my appreciation to the members of the Executive Committee who have promptly responded whenever called upon for decisions. Their understanding and personal interest in the many details of our work have been most gratifying.

Third, the chairmen of the standing committees. Each standing committee chairman has been served by a member of our executive offices staff. This service includes sending out letters and supplementary program aids, compilation of program primaries and materials for the program issue of *INDEPENDENT WOMAN*, at the direction of the national chairman. This work has been carried out through consultation between the various committee chairmen and their respective staff members in accordance with the officer-staff relationships committee report.

Fourth, the chairmen of special committees. Each special committee chairman is also served by the staff member most nearly concerned with the subject. Many of these committees are working on biennium projects and will not report fully until the 1948 convention.

Fifth, the local clubs and members through the duly authorized state channels. The great bulk of our

office procedure comes under this specific assignment. Each request from a local club or state federation is channeled to the staff member concerned, and we endeavor to render prompt and helpful service. A great volume of mail has been sent out first-class in order to insure receipt. Through the medium of *Federation Highlights* we have this year listed our mailings so that local and state officers may check carefully to see that all mail has been received. Additional copies of *Federation Highlights* have been sent to state presidents for distribution as they see fit.

MANY Federation members, when in New York, have accepted the standing invitation to visit their executive offices, and their reactions have been most gratifying to your administrator.

Carrying out the recommendations of the biennial convention, the following two objectives have been accomplished under the direction of the national president:

Establishment of the Washington office. Desirable space, consisting of a suite of two rooms and a lavatory, was obtained at 1917 Eye Street, Northwest, in a centrally located neighborhood. This is the office of the director of Legislation and Washington representative, who now has a secretary. It is operated as an integral part of the national executive offices under the supervision of your administrator and business manager. The Washington representative spends one week of each month in New York so that she may at all times be fully cognizant of the work.

United Nations Post. After a careful investigation of the personnel in this field, the director of Interna-

Left to right: Mrs. Gloria Bowman, Dr. Irma Gene Nevins,

Myrl Rohrbough, Mrs. May K. Burke and Marguerite Rawalt



tional Relations was assigned to this position. Her duties have included constant attendance at the United Nations sessions and other meetings in connection with United Nations activities.

Following a directive from the midyear meeting of the Executive Committee and standing committee chairmen, we have carefully worked out a plan which will become effective September first to increase the advertising in *INDEPENDENT WOMAN*. This plan is given in some detail in the report on *INDEPENDENT WOMAN*.

Also from the January meeting came the directive to spearhead a campaign to achieve passage of the Equal Rights Amendment in the present Congress and this has occasioned great activity in the executive offices. The attractive kit, which was sent to each member of the National Board, to state legislation chairmen, and to all local club presidents, was compiled by members of our staff and contains useful and current materials on the status of the amendment. Much time and effort are being devoted to the passage of this amendment in both the New York and Washington offices.

At my direction, and according to established procedure, national representatives for state conventions were contacted and confirmed at the request of the various states. Also, general plans for the regional conferences, being held this year for the first time since 1940, were sent out, staff members assigned, and executive committee members confirmed at the request of the regions.

In closing, may I call your attention to the fact that since September 1944 our membership has increased by approximately 40,000; the executive office personnel has been increased by two members of the executive staff and two employees in the general office. May I take this opportunity to thank the employees of the executive offices, whom I have the privilege of serving as their administrator, for their ability to absorb this great increase in their daily activity.

I invite your attention to the fact that the added revenue, resulting from the growing membership, has been more than offset by rising prices. This has made it vital to screen and pare costs in carrying out the directives which we have been given.

In addition to my duties as executive secretary, I have served as national field director. I have endeavored to keep in very close touch with our local clubs and state federations so that I may never lose my vision of the "grass roots." Also, I have personally staffed the Health and Safety Committee in order that the staff load might be more evenly distributed.

WE have endeavored to carry out one of the great principles of the organization; that is, good employer-employee relationships in the executive offices. My guide is summed up in the words of Ordway Tead:

"The 'boss' depends on authority—the leader depends on good will. The 'boss' inspires fear—the leader inspires enthusiasm. The 'boss' says 'I'—the leader says 'We.' The 'boss' makes work a drudgery—the leader makes it interesting. The 'boss' says 'Go'—the leader says 'Let's Go!'"

I hope I have been the leader of your staff.

Reports of National Standing Committees

Community interest in better facilities for the treatment of mental and physical diseases has been widely indicated. A new committee on mental health has been organized to study the problem and to advise the Federation on its solution. The new committee will be headed by Dr. Alexander Wesman, director of the Institute of Mental Health, New York. The new committee will be headed by Dr. Alexander Wesman, director of the Institute of Mental Health, New York. The new committee will be headed by Dr. Alexander Wesman, director of the Institute of Mental Health, New York.

THE Education and Vocations Committee this year has had two special program responsibilities in areas of human engineering. The first was designed to help business and professional women and individual members hold the line on jobs. The second emphasized employer-employee relations or personnel practices necessary to employment, advancement, and pay on the basis of merit.

Can Women Hold the Line on Jobs?
In response to the suggestion that clubs "Develop organized plans to secure general public recognition of the important place women occupy in the labor force," reports from clubs show that conferences, forums, discussion groups or debates to create public opinion in favor of women workers have been held by 434 clubs. Co-operative efforts with other organizations are noted. Clubs used radio and the press to get their ideas across. The Vocational Kit, providing pertinent pamphlet material, was purchased by 377 clubs. Articles provided in *INDEPENDENT WOMAN* in July and September gave additional facts, figures and trends. To stimulate special effort under state leadership the national chairman sent a letter to state chairmen giving them a folder, *Why Women Work*, published by the Women's Bureau, and a reprint of "What Women Want" from *Fortune*, December, 1946.

To help the individual plan her own progress, a "Career Re-Check for Personal Advancement" form was provided. Sale of 6,702 copies of the form outdistanced the sale of any other Federation publication this year, although only 339 clubs stated definite use of the form. The national chairman, conferring with Dr. Alexander Wesman of the Psychological Corporation on effective ways to help women assess their possibilities, was complimented on the "Career Re-Check" form.

The Trouble With Jobs is People.
Many clubs report sound employer-employee relations discussed under the heading, "The Trouble With Jobs is People." To help clubs draw up codes of personnel practices, the national chairman sent out a brief form indicating essentials of such relations. "Fundamentals of Sound Em-

ployer-Employee Relations," prepared with the aid of Vocational Advisory Committee members, was available upon request; and pamphlets were provided in the Vocational Kit. Of 178 codes reported, those received reveal thoughtful preparation, and the accompanying comments point to pride in accomplishment. Summarizing the club codes, "Employer-Employee Give and Take" sets forth an eight-point code for workers and employers.

To Encourage Girls. A resolution in 1946 urged state federations "To promote where practicable an annual Girls' Week designed to acquaint high school girls with the work of women in business, the professions, industry and public service, to help and encourage girls in their vocational plans, and to develop leadership among them." In California, where the plan originated, and in Arkansas, Oklahoma, Florida, New Jersey, and Texas, Girls' Week has been celebrated. Throughout the country diversified plans to help young women choose and get ready for careers have been carried out. This information, volunteered in brief comments on the report form, spells the spontaneous interest of Federation members in helping the businesswomen of tomorrow. Further details were given in the May 1947 *INDEPENDENT WOMAN*, "To Encourage Girls in Vocational Plans." Vocational counseling is still not provided in many schools. Even when counseling is available, the practical knowledge and experience of

EDUCATION AND VOCATIONS

BY ETHEL M. JOHNSTONE

Chairman

business and professional women is needed. Each club is in a position to act as a liaison between business, industry and the schools.

Training Opportunities for Girls. In following out the resolution that college and university associations be requested to enroll women and men on the basis of merit, letters signed by the national president and chairman were sent them. Response indicated that training opportunities for girls are available but that qualified women applicants are often lacking. The situation, attributed to lack of equal pay, single salary schedule and top administrative opportunities, points to the need for continued Federation effort to establish and enforce equal pay laws and to help women prepare for and attain top rank in their professions.

Council of Guidance and Personnel Associations. Your president has appointed Mrs. Army Lorton-McKay, owner of an executive employment service in New York, and your chairman to serve on the Board of Representatives of CGPA. According to Mrs. McKay, who represented the Federation at the recent CGPA convention, attendance included more business people than before, and the educators expressed keen desire for greater help and support from business.

Vocational Advisory Committee. The cooperation of this committee through individual consultation in assembling the Vocational Kit and in other matters is deeply appreciated. Mrs. Elinore Herrick prepared "Whose Responsibility is Industrial Peace?" for the January *INDEPENDENT WOMAN*.

* * * *

The work of the Education and Vocations Committee this year, designed to help women hold the line on jobs and to establish practices which would enable them to go forward on the basis of merit, has been timely. The chairman wishes to acknowledge the invaluable help and untiring efforts of the director of Education and Vocations, Gladys F. Gove, in furthering the work of the committee. The clubs' accomplishments pave the way for an even more effective year in 1947-1948 for our committee.

NEXT STEPS FOR EDUCATION AND VOCATIONS

Recommendations, page 233, of this issue

Plan of Work, *Federation Highlights*, August 1947, mailed to your club president

Committee aids, listed on page 240 of this issue

FEDERATION HIGHLIGHTS

BY BARBARA WELLS

Editor

FEDEDATION HIGHLIGHTS is the nervous system of our Federation, letting the

whole know what the parts are doing, and helping to direct and coordinate our various activities along the same lines and in the same directions. It has two major functions: to channel information from national officers and chairmen to all the clubs in the Federation, and to provide a method for communication between the clubs and state federations.

Miss Butler, through her monthly article, has kept the clubs informed of important national activities. Membership information and suggestions and materials from national chairmen have been available through *Federation Highlights* to all club committee chairmen. These and other articles have fulfilled the first duty of *Highlights*.

The columns on club and state activities, the series on our "Presidential Personalities" and other items have served to keep the clubs in touch with clubs and club members in different parts of the country, and to let the whole Federation know of outstanding contributions made to our national life and to our Federation

life—fulfilling the second duty of *Highlights*.

A new column was initiated this year to enable members to determine whether or not they have been receiving all the material which was sent to them from the national executive offices. From time to time articles are carried outlining Federation procedure; for instance, the method of handling change of address information, or membership citation requirements.

To improve the distribution of this material, this year each state president received fifteen copies of each issue, to be distributed in the manner which she felt would be most helpful to her state. Of course, club presidents and the other National Board members were on the mailing list this year as before. Three thousand copies of each issue have been printed to meet these requirements, and there have been ten issues.

In the small amount of space available, every effort has been made to include only material of maximum interest and usefulness to all official members of the Federation family.

FINANCE

BY GRACE S. STOERMER

Chairman

REPORTS show that in general our clubs are in a healthy condition financially.

Over three-fourths of them are operating on annual budgets, a procedure which the Finance Committee has urged for some time. Proper budgeting is essential to any well-balanced handling of funds, and we must continue to make our goal one hundred per cent. Every club should plan its yearly expenditures in this way. We owe it to ourselves as business and professional women to adopt this sound financial procedure.

About three-quarters of our clubs are now paying all or part of the expenses of their representatives to state and national conventions. Over half of them pay all the expenses. This, too, is a healthy sign, for representation at these meetings is a "must" for clubs if they are to be active participating groups within our whole Federation.

Another good sign is that over 80 per cent of our clubs are buying their

program materials out of club funds. Provision for the club's activities is one of the main purposes of a club treasury, and ensures the kind of program which the members expect. Finance committees are urged to continue to take full part in the planning of the club activities and program, for their operations must be geared to the fundamental aims and purposes of the club if they are to serve it best.

We must continue to aim for complete budgeting of all club expenses. Every business and professional women's club should be a financially sound enterprise.

Have you your

EMBLEM KEY TAG?

In metal 50c ea.

HEALTH AND SAFETY

BY IRMA GENE NEVINS

Chairman

THE importance of health is recognized by women not only for their own well-being, but also for the safety, security and protection of the members of their families. They recognize that illnesses have causes and that it is easier to prevent the difficulty than to cure it. Business and professional women have special aptitudes which enable them to be of service in establishing health and safety standards in the community and in creating proper mechanisms to maintain these standards.

At the Cleveland biennial convention in 1946 the Health Committee was expanded to include the field of safety and its related activities. The progress that has been made by our state federations and local clubs in this field has been most gratifying. During the year just past, your chairman and staff director have attended a number of meetings held in the interest of safety, and it is encouraging to note the recognition our organization is receiving in so short a time. Beyond all doubt it has been well established that our members are interested in safety projects. In one state, the president of the federation spearheaded the campaign for a state-wide organization in the field of safety. Many state federations have become active members of their state safety councils, and this has been, in numerous instances, carried through to the local level of safety organization.

On carefully checking the questionnaires returned by the health and safety committees in our local clubs, we find that approximately fifty per cent of the clubs report inaugurating or assisting on projects directly connected with health and welfare. Many reported assisting in traffic safety drives; the passage of laws requiring restaurant inspection and sanitation; providing certain forms of health protection for the underprivileged; school lunch campaigns; eradication of rats and flies in the community; providing and equipping special rooms in local hospitals; slum clearance programs; public health projects; and all the national drives such as Red Cross, March of Dimes, Cancer Research and Blue Cross. Many of these projects were publicized during National Business Women's Week, which centered around the theme, "Let's Work Together for Better Communities."

The large volume of published material in recent issues of national magazines on the subject of mental health has been reflected in the clubs. Perhaps, too, the number of veterans requiring treatment for mental disturbances in veterans' hospitals has brought about a wider realization of the need for adjustment to the complex civilization in which we live. One

club is studying the feasibility of establishing a mental health clinic in its city and has been referred to Dr. Karl Menninger, a member of the Federation's National Health and Safety Advisory Committee representing the field of mental health, for advice and counsel in this project. Community interest in better facilities for the treatment of mental and physical diseases has been widely indicated in the inquiries received.

The program material in the June issue of *INDEPENDENT WOMAN*, various articles, and the Bulletin Board columns

of the magazine have been used to promote interest in the subject of health and safety, as well as to bring to the attention of club chairmen the vast volume of material that is available for their use.

The World Health Organization and the Food and Agriculture Organization of the United Nations have been established and are operating on an international scale to bring to the peoples of the world information about world health and food problems, and about the means for eliminating many of the problems arising from impaired facilities in this field.

present circulation we have an opportunity to secure a substantial income for *INDEPENDENT WOMAN* through advertising, it would seem that it is almost necessary that we should do so because of the rising costs of production. The greatly increased cost of paper, printing, engraving, photographs, drawings and numerous other items—plus our increased circulation—make our present budget of \$51,000 a year altogether inadequate for expenses over which we have no control, and it would seem common sense for us to use the opportunity now at hand to make good the deficiency with revenue derived from advertising.

It must be borne in mind that a factor in our increased costs is that we are now printing and mailing each month nearly twice as many copies of *INDEPENDENT WOMAN* as we were printing and mailing ten years ago. A steadily increasing number of our new readers are persons outside the Federation who pay our subscription price of \$1.50 a year just because they like our magazine. Also, an increasing number of publications, libraries, government bureaus and organizations are asking to have *INDEPENDENT WOMAN* sent them regularly, either on a paid or exchange basis.

All these things are signs of growth, and as such are highly gratifying. They constitute a most stimulating challenge for us to rise to meet the exhilarating opportunities we now see opening up before us. With your support and cooperation we shall hope to do just this.

THE outstanding development with respect to *INDEPENDENT WOMAN* that has taken place during the past club year is its achievement of a circulation of more than 100,000, due, of course, to the Federation's unprecedented expansion in membership. This automatically places our magazine in the class of publications meriting serious consideration as a medium for advertising for large national advertisers. In recognition of this fact, the members of the Executive Committee and the national standing committee chairmen at their midyear meeting in January instructed the Federation's president to appoint a committee to investigate the possibilities of making *INDEPENDENT WOMAN* self-sustaining by means of advertising.

This committee, composed of Sara Sparks, Olive H. Huston and Frances Maule, after consultation with experts in the advertising field, reports that the following arrangements have been completed.

Through this arrangement, as of September first, Mrs. Dorothy Scranton, a woman of all-around business experience who is familiar with the specialized advertising problems of a publication of the nature of *INDEPENDENT WOMAN*, becomes advertising manager for our magazine on a straight commission basis without salary or drawing account. She is empowered to solicit advertising accounts, conduct all negotiations for the sale of advertising space in our magazine, and take care of correspondence, billing and all other administrative details incident to the work. The total gross returns from the advertising secured are to be split between the Federation and Mrs. Scranton on a straight fifty-fifty basis with the understanding that all operational expenses are to be paid out of Mrs. Scranton's share.

Since this arrangement involves no outlay or risk on the part of the Federa-

tion, it would seem to be of an exceptionally advantageous character.

The committee is informed by Mrs. Scranton and other advertising experts it has consulted that we cannot hope, at the start and under present conditions governing the paper supply, to make the magazine self-sustaining through advertising. We are assured, however, that we can count upon a net return of some \$12,000 a year. To secure this we must be prepared to allocate to advertising at least eight pages of the magazine each month. Since the committee assumes that the members of the Federation would not wish to give up eight of the thirty-two pages of the magazine now devoted to reading matter; and since, also, we cannot hope to interest advertisers in buying space in our magazine unless we continue to publish enough attractive reading matter to maintain reader interest, we shall be obliged to undertake the very difficult task of securing an increased supply of paper large enough to take care of the additional pages needed for advertising. The returns we can expect from advertising are, therefore, determined less on the amount of advertising we can secure than upon our ability to purchase paper at a price that will still leave us a sufficient profit from our advertising.

We are reminded by Mrs. Scranton and the other advertising experts we have consulted, since the readers of *INDEPENDENT WOMAN* are scattered throughout the country, our advertising problems are quite different from those of a publication such as a club or state federation bulletin whose readers are concentrated within a local shopping area. Because ours is a national circulation, we must make our appeal to national advertisers whose products or services are available to persons all over the country, rather than to local businesses whose products or services are sold only locally.

Aside from the fact that with our

INTERNATIONAL RELATIONS

BY GLORIA BOWMAN

Chairman

THE international relations committees in the clubs have, during the past year, been very much alive. Without exception the reports reveal a nationwide realization that "Peace Is Our Business" and the responsibility of individual business and professional women. There is also evidence of searching for practical ways in which to assume this recognized responsibility.

Looking at the report of 1942 we find that sixty clubs out of 1,715 reported that they had international relations committees. Today, out of 1,900 clubs, 1,100 have active international relations committees. The programs reported are largely member participation programs and a generous number represent programs in which there has been joint participation by other organizations. Both men's organizations and women's organizations have shared in the preparation, as well as in the programs themselves.

Programs have taken almost every kind of presentation plan—panels, quiz

programs, workshops, study groups, film programs, book discussions, and musical programs. Program materials prepared by the Federation's international relations service have been widely used. In addition, there have been many requests for assistance in the preparation of special club programs. Often these have come from clubs that for the first time were having an international relations committee, or from a chairman having her first experience in international relations work.

The following program ideas culled at random from the reports show the range of club interest. Speakers covered almost every subject from travel talks on particular countries to speakers on United States Foreign Policy and "What we can do about Russia." The structure and plan of work for the United Nations has had very wide program attention and these programs have frequently been followed by committee study groups—in fact, 170 clubs report this. A generous number of clubs report that they are including at each meeting some résumé of international relations problems frequently using the articles in *INDEPENDENT WOMAN* reporting on the work of the Federation's representative to the United Nations.

There have been programs in which exchange teachers and students have presented the status of women in their countries and brought cultural information from the parts of the world from which they come.

There have been programs in which returned G.I.'s and members of government commissions to foreign countries have been guest speakers. Club projects have been many, including the ambitious and most laudable one of undertaking to organize a community International House, group visits to Lake Success, city-wide participation in United Nations Week, and so forth.

Local Human Rights study groups have been formed in response to the sug-

gestion that came from the Secretary-General of the United Nations, and other groups studied the closely allied subject of the Commission on the Status of Women.

Although many international relations programs report on parcels to Europe, it is the International Federation which handles anything involving contact with overseas members, such as the sending of food and clothing parcels, magazines, or corresponding with members of Federations in other countries. However, the project for the adoption of Belgian children is still handled by the finance department of the national executive offices.

The International Subscription Service has had fewer subscribers this year. This is probably because there has been such a general increase in popular printed material in this field.

There has been much free material supplied to us by the United Nations Information Service and the State Department of the United States. This has been distributed not only to state chairmen, but to local and state meetings for general display and distribution. Much display and distribution material has been supplied for state conventions.

We have continued the policy of sending lists of the available materials and depending on individuals to let us know their special needs. The subject of international relations is becoming so diversified that this seems to be the most satisfactory way, even though it has been somewhat dictated this past year by paper shortages. The list is brought up to date monthly through the Bulletin Board of *INDEPENDENT WOMAN* and through *Federation Highlights*.

There has been continued cooperation with other organizations in the preparation of materials. This gives us the benefit of the wide research authorities on the staffs of some of the essential international organizations.

LEGISLATION

BY HELEN G. IRWIN

Chairman

Across the country the Federation has had a busy year in legislation. It opened with the concerted effort to secure favorable action on the Equal Rights Amendment and the Equal Pay Bill before adjournment of the 79th Congress. Urgent messages were sent to all senators, and Federation pressure was exerted wherever possible on behalf of the Amendment; the hurried voting, 38-35, was in favor of the measure but did not represent the necessary two-thirds majority. The Equal Pay Bill seemed poised

for consideration in closing days of the session, but was blocked by the opposition of Senators Taft and Ball.

On October 7, as newly-appointed national Legislation chairman, I sent information and suggestions to state and local legislation chairmen.

As provided for by action of the biennial convention, the Legislation Committee has prepared monthly articles of legislative interest for *INDEPENDENT WOMAN*, the first of the series appearing in the September issue. Monthly accounts

of legislative work have been presented in *Federation Highlights*. In one issue, for instance, the Pennsylvania campaign for Equal Pay was spotlighted; in another, the successful drive, spearheaded by the North Carolina Federation, to give women equal rights under the North Carolina Constitution was reported. This victory, led by Dess Gurganus, state legislation chairman, had to be defended in sixty days when a resolution was introduced in the legislature to repeal the former action. The resolution was unsuccessful but is a signal example of how quickly state legislatures can undo each other's work, and of the necessity for a United States Constitutional Amendment.

The Federation has worked actively through the Women's Joint Legislative Committee for Equal Rights and the Women's Joint Congressional Committee.

In January, due to the resignation of our director of Legislation, Miss Emma Carr Bivins, we employed as her successor Miss Geneva F. McQuatters, formerly a lieutenant colonel with the Women's Army Corps. Our Washington office was set up at 1917 Eye Street, Northwest.

At the midyear meeting it was overwhelmingly voted to focus major legislative activity on the Equal Rights Amendment. Consequently, an extensive set of campaign suggestions for local clubs was compiled and sent out with the cooperation of the News Service Committee. The response to every request made to state legislation chairmen has been heartening. Many have consistently kept us advised as to action they have taken and the response they have received from such action. This has enabled our Washington representative to make much more intelligent and successful contacts with representatives and senators. At this writing, the Equal Rights Amendment is in the Judiciary Committee of both the House and Senate and is known as S. J. Res. 72 and H. J. Res. 62. Several clubs and states have appointed special chairmen for Equal Rights.

North Dakota, and legislation chairman Mrs. Emma Zuger, had the Equal Rights Amendment passed in the state assembly unanimously, the state senate with only one dissenting vote, and a petition sent to Congress on its behalf. Their plan will be outlined and sent to all the other states to encourage similar action.

We supported the IRO, sent strong protests when the Women's Bureau Appropriation was threatened, protested a cut in Child Labor Enforcement Appropriations, and are supporting S. 472, Federal Aid to Education.

The states have shown a thrilling degree of activity on Equal Pay, Jury Service, and overwhelming support of items relating to education on a local level, such as teachers' pay and retirement, and legislation relating to child welfare and labor. Health laws and traffic regulations also received attention. Information has been sent out, on request, by the Washington office, and attention given to other queries.

Most clubs reported holding legislation meetings.

MEMBERSHIP

BY SALLY GREEN DUNN

Chairman

THE Door to Fuller Living through membership in our Federation is now ajar.

Upon you rests the responsibility of opening wide this door to every business and professional woman in your community, as well as in the community where there is no Business and Professional Women's Club. Not only every state federation and every club, but every member shares this responsibility equally.

Cooperation and coordination in a continuing and expanding spiral are required to reach our Federation's goal of 150,000 members by July, 1948.

Four powerful means are ready for the job ahead: Stabilization, Extension, Sponsoring and Expansion.

We face tomorrow from where we stand today.

6/46 6/47

Total Membership	101,722	119,091
Total Clubs	1,772	1,938
Clubs Lost	19	16
New Members	30,135	35,875
Renewals	71,587	83,216
Per cent of Membership Turnover	21%	18%

States organizing the greatest number of new clubs were: Texas, Pennsylvania, Georgia, California and Ohio.

Citations awarded: Extension, 523; Stabilization, 77; Sponsoring, 124; Expansion, 35.

The following states requested and received field service from September through March of this year; Georgia, Mississippi, North Dakota, New Mexico, North Carolina, South Carolina. Services included extension, stabilization and expansion of membership, and the interpretation of our Federation and its program.

You will see from the membership figures given for this year and last year that we have had this past year an increase of 17.3 per cent in our total membership. Your membership chairman is proud of this figure, and of all the district and membership chairmen of states and clubs who have made this increase possible.

Proud as we all are of this evidence of the vitality and value of our Federation, may I remind you that if next year's increase proceeds at the same rate, we shall be close to 140,000 in membership, but we shall fall short of our goal of 150,000 members by the 1948 biennial convention. This means an even greater advance in the year ahead will be necessary to reach our objective. Past experience is witness to the fact that our Federation can achieve our goal.

and rely on the state news service chairmen to circulate the releases sent out. During the coming year, we will try to rectify the weakness in this chain by suggesting that the state chairmen work more closely with the local chairmen. As it stands now, the questionnaires show that more material was received by the local chairmen, but in many cases it arrived too late.

Since July we have sent out forty-five releases for national distribution, three releases to club bulletin editors or local chairmen, eighteen to state bulletin editors and five to state news service chairmen. As a result we have received 1,500 clips from our clipping service. (Of course, we must remember there is a limitation on the number of clips we receive monthly.)

The amount of coverage throughout the country on National Business Women's Week last fall was far superior to previous years. We distributed 350 mats of the drawing for Business Women's Week and 200 glossy prints of the drawing; also 50 sets of mats and glossy prints of the National Executive Committee members.

From the results on the questionnaires, we have found that the quality of stories has improved and the variety and amount of publicity has increased. The number of national releases used is small, the main criticism being "local papers are not interested in national stories." We must continue our program to help the chairmen realize that the purpose of the national releases is to pattern local ones on them, or to adapt them to the local level, substituting the local club chairmen's names. There has been a decided increase in the number of pictures used by clubs this year.

Most of the national releases used by the clubs were taken from the Business Women's Week Clip Sheet, of which 3,950 were sent out last fall.

There was criticism by some chairmen in large cities of the mats sent for newspapers. This could be easily corrected if the chairmen would write to the national executive offices requesting glossies. The mats are available for the small papers which do not want to make cuts.

On the whole the questionnaires have given a favorable report of the plan designed to enable them to interpret the club's work against a background of national activity, and they indicate that the local press and radio help the club to take leadership in community projects.

Cooperating with the International Relations Committee, News Service sent out special releases and statements on the International Trade Hearings.

BILL FOLD

Genuine leather, assorted colors \$1.50

Includes federal tax

Please prepay order

RADIO

BY M. MARGARIETE RALLS

Chairman

ALTHOUGH radio became a standing committee at the convention in Cleveland just a year ago, we must realize that it will take more than a year to make a large number of Federation members radio conscious.

As a result of the questionnaire we have found that although some clubs may not have a radio committee, or radio stations in their community, nearly all are encouraging good listening. The methods used vary from announcements at meetings, bulletins and postal cards to personal telephone calls. The fact that good listening is being practiced is an indication that we can expect our members soon to be well-grounded in radio techniques.

Of the clubs which use radio stations for broadcasting, the majority stick to individual presentations rather than a series of broadcasts. The fact that many clubs have several stations available for both broadcasting and listening, but have no radio committee, is a challenge to the radio committee.

We feel sure that the number of local radio chairmen will skyrocket above its present number of 600 and that those

states which have no radio chairmen, such as Connecticut, Illinois and Maine, will appoint them in the coming year.

The questionnaire returns gave varying replies on the radio scripts and radio notes. Many have answered that they have not received any of this material. This is explained by the fact that these clubs did not write in for the notes after sample ones were sent to the club presidents, nor did they buy the scripts, and so received only the ones which we sent out free.

The local radio chairmen will learn with experience that the scripts prepared by the national executive office must be localized or adapted to the community so that they will be of interest to the radio stations. Many have complained that the scripts have too many characters and cannot be used by smaller clubs. Other clubs report using the scripts for meetings, although not on the air. Lebanon, Tennessee, writes that "Even though we do not broadcast, we use the scripts to gather information. They are useful in panel discussions."

There were over 2,000 radio scripts

sold since July, 1946. Radio Spot Announcements were issued for use during National Business Women's Week, the Equal Rights Campaign, and the International Trade Hearings.

More of the clubs are subscribing to the *BPW Radio Notes*, one issue of which was distributed to the 200 delegates of the Association of Women Broadcasters Convention in New York City. Radio has also aided in the Equal Rights Campaign by distributing at the Association of Women Broadcasters Convention a resumé of the facts on the Equal Rights Campaign, giving both sides. We will continue to cooperate with the Women Broadcasters. At the suggestion of Mrs. Dorothy Lewis we have written to 150 chairmen giving them the name of an outstanding woman commentator in each district, while Mrs. Lewis wrote to the commentators about the radio chairmen.

Although the handbook was completely rewritten and printed in the autumn, we find that only a small number of the chairmen have purchased the book, thus missing the opportunity for acquiring real knowledge of how to use radio.

We also hope to make the relationship between the state and local chairmen a stronger one, so that material can be sent through the states to the local clubs, and the state chairmen can help the local chairmen with their radio problems.

The judges for the National Radio Contest were Lisa Sergio, news commentator, and Elsie Dick, director of women's activities, Mutual Broadcasting System.

PROGRAM COORDINATION

BY MARGARET CULKIN BANNING

Chairman

GROWING recognition by our members of the relationship between program and the growth and influence of the individual clubs of the National Federation is shown in the increased returns this year in the Program Primaries and the Consolidated Questionnaire as compared with last year. Voting in the primaries doubled with a total of 894. Response on the Consolidated Questionnaire totalled approximately 1,300 replies, more than three times the number of reports received last year. Supporting evidence that the program found enthusiastic acceptance is found in the increased purchase of program aids made through the order department. These were:

Thumbnail Facts	7,490
Career Re-Check	6,702
Our Emblem	5,235
Handbooks	2,309
Federation History	1,434

Balance Sheet (Personal Income Management)	1,125
Equal Rights Amendment	932
Know Your Federation (Capsules)	441
Test For Meetings That Click ..	309
Club Survey	264
Community Survey	262

Help on various phases of program building and presentation was given in some 450 instances in addition to program aids provided by other departments in their respective fields.

The use of a test group in observing actual experience in the use of program was of great value. The initial experiment was confined to one club, and for that reason it is impossible to evaluate experience on the basis of comparison. However, a great deal of real value was gained in assessing the selection of appropriate program methods for clubs of average size and in developing ideas for improv-

ing our own services. On the basis of this year's experience an extension of testing to more than one group should aid in improving program practices and in developing the best methods for achieving strong leadership, effective presentation and increased community acceptance.

Recent months have indicated the importance of presenting the case for equality of opportunity for women persuasively before the public. Clubs welcome every aid in developing leadership and methods to this end. It is in this direction that the use of test groups for improving program methods offers special value.

In this year's test group the outstanding gains were an increase in the number of younger businesswomen attracted by the promise of a vigorous program, increased local press coverage and special recognition from businessmen's organizations and community leaders.

The club qualified for one of the three citations awarded in the state for membership expansion. Problems were encountered. These revealed the need for better committee organization, for rotation in leadership and for increased member participation, especially in the delegation of responsibility. A need for closer relations with the chairmen of program coordination as a means of stimulating program activity was apparent.

Comments from Program Primaries and the Consolidated Questionnaire of 1946 were analyzed, and for the Workshop at the midyear meeting, a panel of program experts was presented, all of whom had been fully briefed on the comments, criticisms and the general facts developed from these sources.

Next year's program, "We Face Tomorrow," has been built against the background of that discussion and the conference of your national chairmen held at that time.

In the Consolidated Questionnaire used as the basis for this report replies covered: planning methods, activity in the Program Primaries, use of the na-

tional program, success measured in attendance and membership growth, and methods of promotion being used.

Questionnaires were sent to 1,834 clubs. Tabulations were made on 1,109 replies, the remainder being received too late for inclusion. Breaking down replies under the classification of clubs showing (1) loss of membership, (2) static membership, and (3) growing membership, the following analysis was developed:

No.	%	Voted for in National Primaries Program	
		Used	Used
Losing	311	28	56%
Static	76	7	47%
Growing	722	65	81%
Total		1,109	95%

A characteristic of the growing clubs was the use of open or public meetings. Many of the small groups and those showing no growth indicated that meetings for members and parties were the only type held. Obviously they were not telling their story to the community. The more successful groups were the more active in using a variety of promotion

methods, of which the most popular were the club bulletin, post card reminder and telephone committee. An increasing practice was the use of competing teams to maintain attendance with an annual award to the high scoring team. The average attendance in large clubs was considerably lower than in those of average size.

A preliminary estimate early last summer as a basis for evaluating this year's program showed 40 per cent of the clubs gaining membership and an average attendance of 35 per cent. Against this, annual reports show 65 per cent gaining in membership with average attendance at meetings of 62 per cent of the membership.

No.	%	Planned by Pro- gram Coordi- nation Commit- tee	
		Showing Average Attend- ance of 60%	Showing Average Attend- ance of 60%
Losing	311	28	40%
Static	76	7	40%
Growing	722	65	44%
Total	1,109		80%

of club support, and two clubs have sponsored kindergartens.

PUBLIC AFFAIRS BY SARA SPARKS

Chairman

THE Public Affairs Committee work this year has concerned three problems of Federation interest.

Projects: It was recommended last July that each club "actively promote, and participate in, a project for community betterment, remembering that any project attempted should relate to the needs and interests of working women." The Federation may well be proud of the enthusiasm and effectiveness with which the public affairs committees in the various clubs have acted upon this proposal. The reports show that 566 clubs have completed projects, and that 305 plan to carry their projects over into next year or to work on them for a longer term.

The greatest number of projects falls under the heading of civic improvement. Several of these have a definite relation to the business of the community. For example, the club in Corbin, Kentucky, in cooperation with the city council and health department, successfully sponsored a five-day community-wide campaign to destroy rodents, resulting in a saving to merchants which will exceed \$20,000. In Whiteville, North Carolina, the club proposed and cooperated with the Lions Club in the development of a curb market to help the farmers dispose of their produce and to help the townspeople secure fresh vegetables and fruits. Other civic projects concerned better government or city

planning. The club in Richmond, Virginia, worked successfully for a referendum which will mean reconsideration of the present charter as a step toward better city government.

The second largest group of projects has to do with a better informed community. An outstanding example is the club in Little Rock, Arkansas, which organized Little Rock's Town Meeting in cooperation with twenty-five other organizations. In cooperation with the Junior Chamber of Commerce, the club in Gadsden, Alabama, took a leading part in bringing about the establishment of a university center in the town. Other projects have to do with library facilities. Community auditoriums which will enlarge opportunities for meetings and cultural activities have claimed the interest of several clubs.

The third group gives evidence of the responsibility which business and professional women feel toward the youth. There is, for example, the Teentown project adopted by the Rolla, Missouri, Club in cooperation with the Lions Club. During the year, 389 young people have registered for membership cards. Several clubs sponsored Girl Scout Troops, providing the only organized recreation facilities in the community. Other clubs help support camp facilities for boys or girls. Parks for youth and adults have come in for a share

The next group of projects is devoted to health problems. In Columbia, South Carolina, the club was one of twenty-five organizations to present a bill to establish a joint city and county Board of Health for purposes of economy and efficiency. The Cookville, Tennessee, Club has been instrumental in the re-establishment of a county health unit. Some clubs have raised funds for hospital buildings or for support of local hospitals, or they have furnished rooms or equipment. Others have taken active part in Community Chest drives, the fight against polio, or cancer control societies.

Many other miscellaneous projects reported were related to special club interest or community need. The accomplishments recorded are impressive.

Women in Policy-Making Posts: It is now an accepted policy of the Federation that business and professional women in activity endorse and support qualified women for elective and appointive policy-making posts. The proposed program on women in policy-making posts was suggested for May, and the reports show that in 333 clubs such a meeting had been held or was scheduled for a later month.

The national chairman believes that a practical approach to the problem of endorsing and supporting qualified women requires a long-term program. Therefore, in cooperation with women in the two major political parties she presented in *INDEPENDENT WOMAN* an article entitled, "Your First Steps to Full-time Citizenship." In a letter to local clubs she recommended that their meetings include discussion of party activities by which members may be influential in the selection of qualified candidates. The chair-

man made a survey of the activities which lead to successful candidacy for office. Replies received from women holding such positions were summarized in *INDEPENDENT WOMAN*. It was proposed that the clubs and states appoint a special advisory committee, representing both political parties, to review the qualifications of candidates the clubs plan to support.

The chairman feels that the program help made available to the clubs will enable them to go forward effectively in endorsing and supporting women for policy-making posts.

Labor-Management: A resolution passed at the Cleveland convention declared the Federation's conviction that the "public interest can best be served, and sound relations between labor and management best be assured, by making management and labor equal under the law." A study outline plan was according-

ly sent to each club in the fall with suggested activities. Reports show that 102 clubs used the outline. In some instances special meetings have been reported.

Conclusion: The national chairman feels that the public affairs committee has developed an entity this year. It has taken local leadership in choosing and developing projects which have a bearing on the business situation of the community or which make the towns better places in which to live. The members are taking their places effectively as citizens, concerned not only with the election of qualified officials, but also in political activities which influence good selection. In labor-management relations only preliminary work has been done, but the clubs which undertook to study this problem are to be congratulated. The chairman is glad to have had a part in the work of the committee this year.

MARCHING ON

TO 150,000

At the close of the 1946-47 year, the Federation had 1,938 clubs, of which 182 were organized during the past twelve months. This marks the greatest number of clubs in the Federation's history as well as the greatest net increase in clubs during any one year. The number of new clubs contributed very definitely to the Federation's record membership of 119,091.

Thirty-five states qualified for the Expansion Citation, presented to State Federations for the organization of new clubs during the 1946-47 club year. Presentation of these Citations was made by Mrs. Sally G. Dunn, National Membership chairman, at the Membership Luncheon, one of the program events of the Board meeting.

Five of the 35 states earning the award had organized 10 or more clubs last year. Texas organized 20, Pennsylvania 19, Georgia 14, California 12 and Ohio 10. Georgia showed a 107.6 per cent increase in clubs. In 1945-46 the Georgia Federation was composed of 13 clubs. It closed the 1946-47 year with 27 clubs for the highest percentage increase of any of the states. South Carolina and Alaska were second and third, each with a 50 per cent increase. South Carolina now has a total of 15 clubs, having organized 6 last year, and Alaska has 6 clubs, of which 2 are new within the past year.

Other state federations that received the Expansion Citation for organizing new clubs were: Alabama 1, Arizona 5, Arkansas 5, Colorado 1, Florida 2, Illinois 3, Indiana 8, Kansas 4, Kentucky 1, Louisiana 4, Michigan 4, Minnesota 2, Mississippi 7, Missouri 6, Montana 1, Nebraska 1, Nevada 4, New Jersey 1, New York 5, North Carolina 4, North Dakota 1, Oklahoma 4, Oregon 8, South Dakota 1, Tennessee 6, Virginia 2, Washington 6, Wyoming 1.

In 14 states, the District of Columbia and Hawaii no new clubs were organized. This is a source of regret to all concerned. Despite the excellent accomplishment of last year, an even greater effort must be made in order to reach the Federation's goal of 150,000 members by the 1948 biennial.

The satisfaction and privilege of belonging to our Federation should be offered to more and more women in business, the professions and industry. Especially should we make our Federation available to more young women just starting to climb the occupational ladder. As we continue to grow we must be ever mindful of our responsibility not only to secure members, but to instruct our members well in the Federation's objects, policies and procedures. Then we shall have numbers who are members in every sense of the word.

For this year's slogan, how about "Biennial bound in '48 with the most members ever in your state?"

LEGISLATIVE PROGRAM FOR 1947-48 ADOPTED AT THE BOARD MEETING

ITEMS continued:

1. Extension and improvement of the merit system in government. Appointments and promotions should be made without regard to sex.
2. Adequate appropriations for the Women's Bureau, United States Department of Labor.
3. The present Equal Rights plank reading "The Equal Rights Amendment" amended to read:

The Equal Rights Amendment to the United States Constitution, now before the United States Congress, the text of which reads "that equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex. Congress and the several States shall have power, within their respective jurisdictions, to endorse this article by appropriate legislation. This amendment shall take effect three years after being ratified by the legislatures of three-fourths of the several States."

4. Establishment and preservation of the principle that the right to work for compensation shall not be abridged or denied by reason of race, religion, sex, economic or marital status.
5. Opposition to discrimination against women.
6. Federal aid in support of public education with state control of funds and policies guaranteed.

7. Jury service for women.
8. State legislation in conformity with the Federal Food, Drugs and Cosmetics Act.
9. Action on legislation regulating child labor.
10. Support of participation by the United States of America in the United Nations. Support of a foreign policy embracing international social development, economic and financial stability, and the peaceful settlement of international disputes.
11. The Federation favors the retention of the women's units as component branches of the military services and that during peacetime a representative nucleus of reserve forces of women be maintained in the military services.

GENERAL recommendations of the Legislative Recommendations Committee adopted by the Board:

That the Federation give study to support of participation by the United States of America in the Inter-American Commission of Women, and of incorporation of the Commission in the Pan-American Union.

That the Board consider naming the national president as the thirteenth member of the Legislative Recommendations Committee, replacing the executive secretary.

That consideration be given to editing and rearranging the legislative program.

Reports of Special Committees

ADMINISTRATION OF INTERNATIONAL FUNDS

BY ISABELLE CLARIDGE TAYLOR

Chairman

At the Cleveland biennial convention it was voted to establish a "special fund for the benefit of the International Federation and of Federations in other countries to be administered by trustees appointed by the president with the approval of the Executive Committee."

This fund has been established, and last March a plea was sent out by Miss Butler for contributions to this fund which might be used by the International Federation in conducting the International Congress shortly to be held in Paris. This first postwar Congress must draw heavily upon the funds of the International Federation for many reasons: such as, the necessity to ship some food

to Paris for the Congress; the necessity to furnish shelter and meals to those delegates who are not permitted to take out any funds from their respective countries; to furnish shelter and meals to delegates from federations in the process of reorganization.

There has been a fine response to Miss Butler's appeal, for which we are all most grateful, for certainly *this* Congress is extremely important to the future of the International Federation and to women in every land.

The trustees appointed by the national president to administer these funds are Ida Cobbett of Idaho, Emma F. Davis of South Carolina, and your chairman.

BELGIAN CHILDREN PROJECT

At the suggestion of Miss Butler, and under her direction, clubs cooperated this year in helping to provide food and medical supplies for Belgian children who were suffering from want of the necessities of a healthful life. Over 600 clubs adopted one or more children. Each child received fifteen dollars worth of necessary material aid purchased with this money.

In all, \$19,215 was given by our clubs, which thus adopted 1,281 children. The funds were handled through the national executive offices in the United States, and by Mme. Betty Barzin and Katie Bromham in Belgium. Many clubs sent additional gift packages.

In giving so generously to children in need, our clubs demonstrated once more their desire to help those who are suffering from war's aftermath and their sympathy with nations less fortunate than our own.



Left to right: Mrs. Queenie Grable and Myrl Rohrbough show awards to clubs in their states for Public Affairs projects

INFORMATION FEDERATION OF WORK BY VERA M. BLINKS

Plans of Work for the committees are this year

CANDIDATE DATA

BY LUCY SOMERVILLE
HOWORTH

Chairman

MEMBERS of the Candidate Data Committee are elected at each biennial convention. In any chart of organization this committee would be placed in a box off to the side and on a line with the Executive Committee. And that is where it sits in actuality, in a box to itself. Its members are not members of the Board of Directors and they have no voice, as such, in convention.

The committee serves merely as a mail carrier for the nominating committee. Its only discretion is in the language used in its communications and reports. It is the prerogative of the committee, as it is the prerogative of all members of the Federation, to give thought to the requirements for leadership in our great organization.

Members of the Board are reminded that names of candidates for national office submitted to the Candidate Data Committee shall be sent to the chairmen of the committee *not later than October 1, 1947*. Blanks were sent to each state federation not later than November 1, 1946, as required by the bylaws.

The bylaws require that:

1. Official blanks shall be used for transmitting names of candidates.
2. Candidates submitted shall have the endorsement of a state federation.
3. Each state federation sponsoring a candidate, or candidates, shall submit a summary, not exceeding two hundred words, of such candidate's qualifications, including name, state, occupation, club affiliations, state endorsement and office for which endorsed.
4. A recent photograph of the candidate must be submitted.

It is further required that the candidate sign a statement that she will serve, if elected.

The committee sent a reminder to state presidents on April 9, 1947.

It is urged that each state federation act in this matter so that the nominating committee may have for its consideration many of the able members of our Federation.

INTERNATIONAL FEDERATION

BY VERA M. BINKS

Chairman

THE International Federation Committee, under the chairmanship of Judge Lucy S. Howorth, presented the following recommendation at the July, 1946, biennial convention in Cleveland:

"That the Board of Directors of the National Federation of Business and Professional Women's Clubs be authorized to establish a special fund for the benefit of the International Federation and of Federations in other countries, such fund to be administered by trustees appointed by the president with the approval of the Executive Committee. The fund shall consist of moneys appropriated by the Federation and gifts made to it by clubs and individuals."

This recommendation was adopted. Miss Sally Butler, president of the National Federation, has made a request for contributions to establish this fund, to be administered by the following trustees: Mrs. Isabelle Claridge Taylor of Philadelphia, chairman; Miss Ida Cobbett of Kellogg, Idaho; and Miss Emma F. Davis of Columbia, South Carolina. Contributions are to be made payable to the National Federation of Business and Professional Women's Clubs, and marked "Special International Fund."

LEGISLATIVE RECOMMENDATIONS

BY MARGARET CULKIN BANNING

Chairman

IN compliance with our legislative policy as set forth in the *Handbook of Federation Procedures*, all local clubs, state legislation chairmen and National Board members were invited to submit proposals for changes in, or additions to, our legislative platform by January 1, for consideration by the national members of the committee at the midyear meeting. State committee members were polled by mail.

An important decision reached at this meeting by the Executive Committee and the standing committee chairmen was the unanimous agreement that our support of the Equal Rights plank in our present platform be translated into our taking leadership in the effort to secure passage of the Equal Rights Amendment by the 80th Congress. To clarify and emphasize the official stand of the Federation, it was decided to propose adding the complete text of the proposed amendment to the present plank.

A legislative plank on conservation, offered by the Nevada Federation, failed of adoption. It is recommended that it be given further consideration at the July Board meeting, and suggested that it be developed on state and local levels.

Education with state control of funds. The committee agreed unanimously to support it.

2. H.R. 1972—A bill to appoint a commission to review the status of women. Three of the committee voted to oppose, one voted not to oppose. This bill was considered in relation to its effect on the Equal Rights Amendment.

3. S.J. Res. 77—The International Refugee Organization. This provided the funds to enable the United States to participate in the IRO. It was voted unanimously to support this bill.

4. S.J. Res. 1103—Bill establishing permanent Women's Army Corps. The committee voted unanimously for support.

5. H.R. 2910—Displaced Persons Bill. Four voted to support this bill; one asked for further study.

6. S.J. Res. 98—World Health Organization. The committee voted unanimously for support.

The National Board was not polled in emergency action.

Permanent members of the National Legislative Steering Committee for the year were: Helen G. Irwin, chairman; Judge Camille Kelley, Judge Sarah T. Hughes, Judge Libby E. Sachar, and in each case, the content chairman concerned.

NATIONAL REPRESENTATIVES AT STATE CONVENTIONS

BY JULIE THOMAS

Chairman

UPON motion from the National Board of Directors and with the approval of the biennial convention, the national president was authorized to appoint, with the approval of the Executive Committee, a committee to review the entire matter of national representation at state conventions. "The committee to consider the kinds of representation required, the financing of visits and other details, as may affect the entire program, and make preliminary report to the 1947 National Board Meeting."

Mrs. Julie Thomas of Florida, Mrs. Gertrude Ellis of Washington and Mrs. Pearl vonAu of Ohio, have served as that committee.

A detailed questionnaire was sent to each member of the National Board to ascertain their opinions concerning national representation.

LEGISLATIVE STEERING

BY HELEN G. IRWIN

Chairman

SINCE the 80th Congress has been in session, the committee has been polled on the following items:

1. S. 472—Federal Aid to Public

Retiring presidents will want the

PAST PRESIDENT'S

GUARD

Yellow gold and blue enamel.

Price, including tax, \$4.20.

WOMEN FOR POLICY-MAKING POSTS

BY MINNIE L. MAFFETT, M. D.
Chairman

IN support of the recommendation, revised in 1946 to read, "That, on the basis of women's eminent fitness, the Federation and its affiliated clubs continue to endorse and work for the election and appointment of qualified women to local, state, national and international offices, boards and commissions," it was stipulated that a national personnel advisory committee of three members be appointed to assist the Executive Committee, when called upon, to appraise the qualifications of women under consideration for policy-making posts. This committee was to be appointed by the president with the approval of the Executive Committee.

The procedure voted with respect to the handling of names to be considered for a given post was changed accordingly to read, "Names with qualifications be sent to the national executive offices, referred to the Executive Committee who may refer to the Personnel Advisory Committee on Appointment to Policy-making Posts for recommendations as to qualifications for the post under consideration, upon which the Executive Committee takes final action."

The national president has appointed the following to serve as members of this committee: Charl Ormond Williams and Jane Todd.

WINNERS OF CITATIONS FOR PUBLIC AFFAIRS PROJECTS

WINNERS of citations for community service projects entered in the competition set up by the Public Affairs Committee for the club year of 1946-47 were:

First Place: The BPW Club of Little Rock, Arkansas, for a broadcast forum. Because of its interest and value as a suggestion to other clubs, this project will be fully described in the September issue of *INDEPENDENT WOMAN*.

Second Place: Two clubs, those of Corbin, Kentucky, and Wheeling, West Virginia, tied. The Corbin Club sponsored a city-wide campaign for the extermination of rodents which resulted in an estimated saving of more than \$20,000 to the community and its citizens. The Wheeling Club cooperated with another local club in forming the Wheeling Civic Club Association which has acted as a central committee to back a five-year seven-point program for improvements in the city and county, working with the Wheeling Planning Commission, the City Council, the State Road Commission, the Federal government agencies and the Board of Trade. Among the improvements undertaken are the resurfacing of a road, the surveying of a river for a proposed four-lane highway levee, and replacement of streetcars by busses.

Honorable Mention: The BPW Club of Blairsville, Pennsylvania, which helped a young woman to set up a weaving shop enabling her to support herself and her child; and the Kingwood Club of West Virginia, which sponsors and finances a

public library, there being no other public library in community or county.

The judges of the competition were Judge Dorothy Kenyon, lawyer and head of the Commission on the Status of Women of the United Nations; Mrs. Caroline Piazza, who carries on her late husband's bakery business and manages her own employment bureau; and Jennie M. Palen, public accountant and president of the American Woman's Society of Certified Public Accountants.

Although returns on the annual report form indicate that numerous clubs set up and carried through projects for community betterment, the projects considered by the judges came from clubs which last fall returned the preliminary report form describing their proposed project and stating why it was needed, and which this spring submitted a progress report outlining specific steps taken in the project, what had been accomplished, work still to be done, how the community had benefited by the project, and what the clubs had gained in prestige and in united effort.

An annotated list of the projects reported was sent to the judges, who reviewed them, and, in the order of their preference, named the three or four they considered most praiseworthy on the basis of the terms set down, namely, that the project must meet a specific community need; it should be of value to business and professional women; and it had been carefully planned and executed.

COMMITTEE PLANS OF WORK

The Plans of Work for the Committees are this year published in the August issue of *Federation Highlights*. Two copies are being sent to each club president—one for her own use, and the second to be cut into sections and distributed to the appropriate club chairmen.

An important aid to effective club work, the Committee Plans of Work provide helpful suggestions, supplementing the National Program published in the June issue of *Independent Woman* and carrying forward the recommendations of the national committee chairmen published in this issue.

IF YOU'RE LOOKING FOR A SPEAKER

IT was announced at the Board meeting that two eminent members of BPW International, who have a great deal of interest to tell members of our Federation, will be in this country during the autumn months and will be available for speaking dates. They are Nancy Anderson, national organizer of the Federation of BPW Clubs for Great Britain and Northern Ireland, and Jill Archer, a member of the BPW Club of Johannesburg, South Africa. They are coming to the United States to attend the meeting of the National Council of Women in Philadelphia, September 5-12, and at the close of the meeting will be able to accept speaking engagements until November.

Owing to the fact that they have been allowed to take so little money out of their own countries, they are obliged to charge a fee of \$50 for each appearance, and to rely on the clubs for local hospitality, but they can pay their own traveling expenses.

For information in regard to subjects covered, dates available and all other details, write to the national executive office.

UNITED NATIONS REPRESENTATIVE

MILDRED BURGESS

To represent the growing number of BPW clubs at the United Nations is an increasingly sobering experience. Public opinion continues to be at the crisis point, and there is a correspondingly serious responsibility for reaching our members not only with well-timed information, but also with some evidence of the urgency and need for their cooperation. As the many national aspects of world problems are revealed, and United States foreign policy begins consequently to be reconstructed, American public opinion concerning international relations is becoming more vocal. The decision to send aid to Greece and Turkey is but one illustration. Also, our own government is turning increasingly to private organizations for assistance.

The following meetings have been covered: The Assembly, October 23-December 14, 1946, all plenary sessions; the six Assembly committee meetings in session as work committees for the Assembly; sessions of the Economic and Social Council (general sessions); the Commissions on Human Rights and Status of Women; the opening meeting of the substantive meetings, as well as some of the procedural meetings of the commissions, sub-commissions and agencies that in any way bear upon Human Rights and Status of Women; the Security Council meetings on major questions; the Trusteeship Council meetings (in part); certain special United Nations "occasional" meetings. Other meetings attended not within the United Nations itself, but essentially part of United Nations work, are referred to throughout the report.

The present clear-cut international relations legislative policy of the National Federation—unhindered by exceptions or qualifications in its full support of the United Nations—has been little less than inspirational to official groups to whom it has been presented, and a most useful basis for decision by the United Nations representative.

This broad legislative platform has made possible our support of the many United Nations Assembly Resolutions as well as the enabling bills that have been introduced into United States legislation. At the point where the resolutions become Bills, responsibility for the legislation work in connection with them is assumed by the Legislation Committee. These resolutions have pertained to the following: Commissions on Human Rights and Freedoms, the Status of Women (political rights), the continuation of an International Relief Organization to supplant UNRRA (this was lost), and the Child Emergency Relief Fund. Also included are the establishment of the following agencies: WHO, IRO, ITO, and

ICAO. At the invitation of the Department of State, the National Federation presented testimony at ITO hearings in seven cities: Washington, Boston, Chicago, New Orleans, San Francisco, Denver and New York. Letters of commendation from the Department of State and from Senator Vandenburg were received in which the straightforward self-interest point of view of the Federation was commended.

All communications with the United Nations in the future must be made through our own delegation. Our contact there is through the Department of State, to which that function is assigned. This makes the strengthening of friendly and good working relations with the Department of State increasingly important and requires continuing personal contact in both the New York and Washington offices of the State Department by the Federation representative.

Only by closely following the development of the work of the United Nations Secretariat itself can we discover the best procedures to be developed for the work of our own representative. The organization period for the United Nations is about completed with the setting up of the Trusteeship Council, although there will doubtless be other subcommissions established to undertake special work.

Now that the coordination work of the various organs of the United Nations begins to get some momentum, we realize how essential the over-all United Nations picture and background information is to any satisfactory interpretation of the United Nations to our members, who can follow only the main currents. This re-

quires attendance not only at United Nations Council and Commission meetings, but at many meetings with special groups from the Secretariat. For instance, there have been meetings with the FAO Commission before it went to Copenhagen to set up the World Health Program and with the UN Commission since it returned from Greece. These meetings have been sources of background facts and implications with reference to the change in United States foreign policy and aid to Greece.

Cooperation with the American Association for the United Nations is close and effective. We have sometimes cooperated in preparing pamphlets for which they assume publication responsibility and have attended many small meetings called by them. There is also close association with the Carnegie Endowment for International Peace. This group has a planning committee which attempts to work out methods and practices for adult educational programs. The United Nations representative is a member of this committee. In this connection we have undertaken the study of the stand of the Federation on international issues since the beginning of its history. We cooperate here, also, in the preparation of *Notes and Forecasts*, circulated bimonthly among organization members. Then there is an inter-organizational group of women working with non-government organization section of the UN to try to devise ways of using mass media more effectively. The News Service and Radio Committees of the Federation are also cooperating in this.

The United States National Commission for UNESCO held a three-day conference in Philadelphia in March, which was attended. A similar Mountain Plain-regional conference on UNESCO is to be held in Denver in May. We have extended the invitation to the seven states included to send representatives to this. (The ten additional organizations to be elected to membership in this Commission have not yet been selected.)

One of the most effective and certainly most appreciated services to our members has been arranging for group and individual visits to the United Nations meetings. Groups have been as large as fifty, and a group of thirty from our national membership who were in New York in October spent a day at Flushing and Lake Success. The results have been far-reaching. Members of the visiting groups have spoken in their local clubs, churches, schools and community organizations.

In cooperation with hundreds of other national organizations, BPW clubs celebrated United Nations Week at the time of the UN Assembly in October.

Monthly articles in *INDEPENDENT WOMAN* and in the columns of *Federation Highlights* keep our members aware of the new materials which our annual check list summarizes. The usefulness of *INDEPENDENT WOMAN* articles is indicated in the report of their use by clubs for brief monthly reviews on international relations.

OUR FEDERATION TO BE REPRESENTED AT WOMEN'S CONGRESS IN GUATEMALA

In accordance with a recommendation presented by Miss Butler, the Board voted that the Federation send a representative to the Inter-American Congress of Women in Guatemala next month. To execute this mission, Miss Butler appointed Mildred Burgess, director of International Relations and United Nations representative. Miss Burgess will report the meeting for the October issue of *Independent Woman*.

Recommendations of

President and Committee Chairmen

AS ADOPTED AT THE BOARD MEETING

RECOMMENDATIONS PRESENTED BY THE NATIONAL PRESIDENT, SALLY BUTLER

It is recommended by your national president:

1. That qualified members of the National Federation of Business and Professional Women's Clubs in every state seek public office.

2. That the National Federation of Business and Professional Women's Clubs support the retention of the plank endorsing the Equal Rights Amendment in the platforms of both major parties, and that copies of this recommendation be sent to the national chairmen of both parties and that their state chairmen be notified of this action.

3. That the National Federation of Business and Professional Women's Clubs make a pilgrimage to Seneca Falls in 1948 to commemorate the first declaration of the full rights of citizenship for women, and to celebrate the centennial of that historic proclamation.

4. That the National Federation of Business and Professional Women's Clubs continue to contribute financially to the Chinese Nursing Project.

5. In view of the fact that the New York Infirmary has aided the advancement of women in the medical profession more than any other institution and because the work of the New York Infirmary is of national and international importance and renown, that the National Federation of Business and Professional Women's Clubs give financial support by voluntary contributions to the drive to secure funds for enlarging this institution.

6. That a committee be appointed to study the matter of regional meetings and to submit a report at the Fort Worth biennial convention in 1948 and to present a proposed bylaw article pertaining to regional conferences.

7. That the business and professional women's clubs throughout the nation cooperate with the American Heritage Foundation.

8. That the National Federation of Business and Professional Women's Clubs cooperate with and send a delegate to the Inter-American Congress of Women to be held in Guatemala in September.

9. That the National Federation of Business and Professional Women's Clubs

continue to maintain a liaison person at the United Nations to keep our membership informed upon the progress of the United Nations activities.

10. That business and professional women continue to take the lead in the organization and promotion of the campaign to secure enactment of the Equal Rights Amendment.

RECOMMENDATIONS OF NATIONAL STANDING COMMITTEE CHAIRMEN

EDUCATION AND VOCATIONS

Ethel M. Johnstone, Chairman

1. That the committee take as its first responsibility this year the preparation and advancement of women toward top administrative jobs or toward their own top jobs; that the "Top Form for Your Top Job" outline be provided by each club for its members as a practical step to this end.

2. That the committee publicize and encourage the adoption of "Employer-Employee Give and Take," summarizing codes provided by clubs, for use by member owners, managers and workers.

3. That the committee prepare and volunteer to serve as a liaison group between business, industry and the schools, interpreting the needs and problems of one to the other; that efforts be made in the interest of establishing vocational counseling facilities in schools where these are lacking; and that continuing programs be set up in cooperation with school and college authorities to make available to them the supplementary information and contacts possible through business and professional women.

4. That the committee collect information about and classify the range of opportunities available locally to women in various business, professional and industrial fields.

5. That a Vocational Subscription Service be instituted.

6. That the Federation cooperate with the Council of Guidance and Personnel Associations.

FINANCE

Grace S. Stoermer, Chairman

1. That, in view of the fact that the costs of recording our meetings are high, a committee be appointed to investigate the possibility of using electrical recording equipment, the cost of same, etc.

HEALTH AND SAFETY

Irma Gene Nevins, Chairman

1. That greater emphasis be placed on health and safety as a part of the club activities.

2. That each club through the medium of community analysis determine needs of the community's situation and set up programs which have for their purpose the extending of recreational and safety activities for all.

3. That each club actively cooperate with the local health and safety agencies in the promotion of the programs set up by these groups.

4. That the clubs participate in safety achievement awards sponsored by the health and safety committee and the Automotive Safety Foundation, Washington, D. C.

LEGISLATION

Helen G. Irwin, Chairman

1. That clubs and state federations appoint a special Equal Rights chairman to receive and disseminate information and to work closely with the existing legislation chairman so that every effort may be made to secure favorable action by state legislatures.

2. That more general legislative information be disseminated and that the state chairmen feel free to request specific information from the Washington office; that state federations employ a technique of close personal contact with their senators and representatives to the end that the members of Congress will be intelligently informed concerning legislation supported by our Federation.

3. That the Congressional District Plan continue to be expanded so that prompt, effective action can come from any given areas and that state chairmen



Left to right: Mrs. Florence Beckers, South Dakota; Mrs. Lillie M. Alexander, Alabama, and Bonnie Mills, Mississippi

maintain continual lines of contact with all local groups.

4. That there be a continual expansion of cooperation with other men and women's groups in working for legislation which they mutually support; that participation in legislative councils be continued and broadened.

5. That whenever contact is made with members of Congress or an especially successful state campaign is under way or complete, that the Washington offices be kept informed in the interests of better coordination and wider dissemination of information as to the use of sound and tested practices.

6. That support be given to a program of universal peacetime military training.

MEMBERSHIP

Mrs. Sally Green Dunn, Chairman

1. That the stabilization, extension, sponsoring and expansion citations be continued;

and that the reckoning for stabilization and extension citations be based on records in the national executive offices from June 15 of one year through March 15 of the succeeding year;

and that the period of eligibility for sponsoring citations be from March 15 of one year through March 15 of the succeeding year;

and that all dues, reports and other mailings relative to citations must be postmarked to the national executive offices before midnight of March 15.

2. That every club provide an orientation course for each new member or group of new members based on the instruction course, "We Learn About Our

Federation," by M. Eunice Hilton.

3. That each state set as a goal the organization of at least one club in every county where a club is practicable.

4. That every state give serious consideration to the adoption of the District Plan. States presently operating under a District Plan are urged to review that plan and to revise it if it is deemed advisable.

5. That since 1946 biennial convention action placed the master file system in the membership department, the master file system be discontinued until such time as research techniques consistent with our Federation's needs can be found.

PROGRAM COORDINATION

Mrs. Margaret Culkin Banning, Chairman

1. That the program be published in the May issue of *INDEPENDENT WOMAN*.
2. That provision be made for more letters to state and local program coordination chairmen covering program presentation and methods as occasion requires.

PUBLIC AFFAIRS

Mrs. Sara Sparks, Chairman

1. That the public affairs committee in each club seek to have every member enroll as an active member in the political party of her choice, and that, as an aid to effective citizenship, wide use be made of "Your First Steps to Full-Time Citizenship" and the outline on "How to Run for Public Office."

2. That state and club chairmen provide themselves with the organization handbooks for county and precinct leaders issued by the women's divisions of the two major political parties.

3. That each committee take leadership in bringing before its club the conservation problem most needed in the state or area, to the end that as an informed group the club will do its part for the conservation of natural resources.

4. That the clubs continue their community projects that relate to the needs and interests of working women.

RECOMMENDATIONS OF SPECIAL COMMITTEE CHAIRMEN

LEGISLATIVE RECOMMENDATIONS

Mrs. Margaret Culkin Banning, Chairman

RECOMMENDATIONS to continue items on Legislative Program:

The committee recommends that these items remain on the program:

4. Establishment and preservation of the principle that the right to work for

compensation shall not be abridged or denied by reason of race, religion, sex, economic or marital status.

5. Opposition to discrimination against women.

6. Federal aid in support of public education with state control of funds and policies guaranteed.

7. Jury service for women.

8. State legislation in conformity with the Federal Food, Drugs and Cosmetics Act.

11. The Federation favors the retention of the women's units as component branches of the military services and that during peacetime a representative nucleus of reserve forces of women be maintained in the military services.

Recommendation made at midyear meeting to amend was not sustained. Therefore the plank continues to read:

1. Extension and improvement of the merit system in government. Appointments and promotions should be made without regard to sex.

3. Recommendation to amend made at midyear meeting sustained. Therefore the plank continues to read: "The Equal Rights Amendment to the United States Constitution, now before the United States Congress, the text of which reads: 'That equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex. Congress and the several States shall have power, within their respective jurisdictions, to endorse this article by appropriate legislation. This amendment shall take effect three years after being ratified by the legislatures of three-fourths of the several States.'"

10. Recommendation to amend made at midyear meeting was not sustained. Therefore the plank continues to read:

Left to right: Mrs. Eva Hendry, past president and proxy for Hawaii, and Marion Argo, Washington president



"Support of participation by the United States of America in the United Nations. Support of a foreign policy embracing international social development, economic and financial stability, and the peaceful settlement of international disputes."

Recommendation to study and re-state items 2 and 9 was not sustained. Therefore the planks continue to read:

2. Adequate appropriations for the Women's Bureau, United States Department of Labor.

9. Action on legislation regulating child labor.

General Recommendations:

The committee recommends that the Board consider naming the national president as the thirteenth member of the Legislative Recommendations Committee, replacing the executive secretary.

The committee recommends that consideration be given to editing and rearranging the legislative program looking toward presentation.

That the Federation support participation by the United States of America in the Inter-American Commission of Women, and incorporation of the Commission in the Pan-American Union.

NATIONAL REPRESENTATIVES AT STATE CONVENTIONS

Mrs. Julie Thomas, Chairman

At the 1946 biennial, the Federation's president was authorized to appoint, with the approval of the Executive Committee, a committee to review the matter of national representatives at state conventions. The committee was asked to consider the kinds of representation required, the financing of visits and



Left to right: State presidents K. Lucille Provo of Ohio and Myrtle Venable of South Carolina

other details as they may affect the entire program and to make a report to the 1947 meeting of the National Board. Mrs. Julie Thomas, chairman, Mrs. Gertrude Ellis and Mrs. Pearl von Au were appointed to serve on the committee. The following recommendations are based upon a questionnaire sent to each member of the Board:

1. That a national representative be sent to each state convention.
2. That the present procedure of selecting the national representative by the

state federation be continued.

3. That the state federation continue to pay all expenses of the national representative while she is a guest at the state convention.

4. That the national representative present her bill for total expenses, other than travel, to the state president for payment.

5. That the state may utilize the national representative as discussion leader, to conduct workshops, to assist with instruction classes for officers and chairmen, for radio broadcasts, and as a speaker at the convention luncheon or banquet.

6. That the national representative serve in an advisory capacity at all sessions of the convention and at state board meetings if requested.

7. That the state president shall advise the national representative of all expected participation not less than thirty days prior to the state convention date whenever possible.

8. That hotel reservations be made by the convention chairman, who shall advise the national representative of the hour and date on which the reservation begins and how late the reservation will be held by the hotel.

9. That the national representative be advised in detail of all transportation facilities.

10. That the national representative be sent a description of the convention headquarters.

11. That the national representative be advised of the type of clothes needed for the climate and type of meetings planned, with particular attention to the need for floor-length dress, if so indicated.

12. That there be appointed as a convention committee one or more hostesses to the national representative, to acquaint her with the convention arrangements and to supply such other aid as may be needed.

Therefore Be It Resolved . . .

THE resolutions presented by the Resolutions Committee through its chairman, Caroline Slocum, president of the New York State Federation, which were adopted were:

Adopted:

A resolution presented by the Executive Committee urging the United States Department of State, through its program of cultural relations, to encourage the exchange of women workers with comparable qualifications in business and the professions by private employers at the earliest possible moment so that there may develop a better knowledge of basic economic problems among the peoples of the world.

Resolutions expressing sorrow over the great loss sustained by the Federation in the death of Carrie Chapman Catt, world leader and Federation member; Dr. Emily Hickman, long time Federation member and a former international relations chairman of the New Jersey Federation; and Maude E. Halladay, for seventeen years the Federation's director of Finance, and for the past year its business manager as well.

A resolution expressing thanks and appreciation to the speakers who addressed the Board at its evening meetings.

A resolution expressing grateful appreciation to Governor Gates for his courtesy in attending the opening dinner and welcoming the members of the Board to Indiana and for his gracious hospitality

in arranging for the Board members to visit one of the Indiana state parks.

A resolution expressing thanks and sincere appreciation to the Indiana Federation, to Tella C. Haines, contact chairman, and to the management of the French Lick Springs Hotel for their hospitality and many courtesies.

Referred for Study:

A resolution submitted by the Lakeland, Florida, BPW Club for the establishment and maintenance by the National Federation of a home for its aged and incapacitated members was referred for study to a national committee instructed to prepare a report for presentation at the 1948 biennial at Fort Worth.

PEACE BY PIECES

by Lyman C. White

Secretary, Committee on Arrangements for Consultation with Non-Governmental Organizations of the Economic and Social Council of the United Nations

A RECENTLY published statement on the Economic and Social Council begins with these words, "Social unrest and economic insecurity are basic causes of war." These words appear to me to contain a fundamental error of the gravest character. They are typical of the negative attitude which has long prevailed everywhere in the world even among those whose devotion to the cause of peace is unquestioned and to whom we all owe the greatest gratitude for the untiring efforts they have made in that cause. Yet they and we must come to realize, if success is ever to crown our efforts, that a new and more constructive attitude must be adopted. The idea that peace is the absence of war and that what is needed is to abolish or control the causes of war does not contain the dynamic power necessary for success. It is psychologically weak and reveals an obsession, which, understandable though it may be, must be replaced by a positive concept.

We cannot go on always talking about the "causes of war." It is high time for us to adopt a new line of thought, to turn away from this negative preoccupation, and to begin to consider the causes of peace. Peace is real and solid and full of life, activity and achievement. Peace includes the day-by-day work of dealing with the problems of human life, nearly all of which have become international.

It is not the vision of the horrors of war to which we must appeal. War has always been horrible, but has that ever prevented war? For centuries men were confronted with the everlasting torture of hell, yet they continued to sin. That being so, how foolish it is for us to attempt to frighten men into peace. Our appeal must be to man's desire to achieve—to the vision of men at peace with themselves and each other because they have found great common causes to which they can give their devotion to the vision of a world where every man, woman and child is provided with all that he needs for the fullest possible development of his individual personality.

Men began to recognize the importance of common interests on a world-wide scale only about 100 years ago, for it was then that they began to establish international organizations dealing with every possible subject from theology to the Olympic Games, from child welfare to astronomy, from cancer to the problems of labor, from aviation to women's rights.

By 1938, at least one thousand international organizations were in operation. About nine-tenths of these were international non-governmental organizations which were composed of private or unofficial groups of different countries which had joined together to support a common



Lyman C. White

organization for the purpose of promoting some common interest. A few examples may be helpful in this connection: in the field of religion, the Catholic Church, the World Council of Churches and the World Jewish Congress come immediately to mind among the many, many organizations which operate in this field of activity; in the field of labor, I might mention the World Federation of Trade Unions, the American Federation of Labor, which has members in Canada, Mexico and other Latin American countries, and the International Federation of Christian Trade Unions; in the field of business, the International Chamber of Commerce, the International Organization of Industrial Employers and the Inter-American Council for Commerce and Production.

FARMERS are represented by the International Federation of Agricultural Producers and consumers by the International Cooperative Alliance. There are many organizations in the field of science. One of the most prominent is the International Council of Scientific Unions, which groups together seven scientific unions such as the International Astronomical Union. There is an international non-governmental organization for almost every sport—including even an International Roller-Skating Federation. The International Olympic Games Committee and the International Amateur Athletic Federation are well known. International movements of humanitarian na-

ture which are concerned with some social need or moral reform are very numerous; among them I might mention the International Union for Child Welfare, the World Women's Christian Temperance Union, the International Bureau for the Suppression of Traffic in Women and Children, and the International Red Cross. There are also organizations which are concerned with the problems of the relations between nations, such as the Institute of Pacific Relations and in Europe the International Studies Conference. Women have organized about thirty international non-governmental organizations; fourteen of these are members of the Liaison Committee of Women's International Organizations, which includes such organizations as the International Federation of Business and Professional Women's Clubs, the International Council of Women, the International Federation of University Women, and the World Young Women's Christian Association. Another women's organization of great prominence is the Women's International Democratic Federation.

THE world owes much to those people of different nationalities who had the intelligence to realize that they had interests in common and who had the energy and the devotion to bring together the different national organizations which they represented to form these international non-governmental organizations. It is in these organizations and in the inter-governmental organizations that world unity is daily being prepared. It has even actually been put into practice for particular subjects. In some cases, this is being done so completely and so effectively that one can say that world unity has actually been achieved for the particular subject concerned. This is the case for organizations which work in the field of sport. They lay down the rules for international competition; if any athlete is accused of violating these rules, they decide whether or not he is guilty; and if found guilty, they punish him. Thus, they act very much like governments, having a legislative branch to make the law, a judicial branch to determine whether or not the law has been violated, and an executive branch to enforce the law. For example: The International Amateur Athletic Federation decided that Paavo Nurmi who, at that time, was said to be the greatest foot-racer of all times, was guilty of professionalism; he was excluded from international competition for life.

I would like to give a few other examples of the work of the international non-governmental organizations. The International Chamber of Commerce car-

(Continued on page 238)

WE'RE ALL BUILDERS OF PUBLIC RELATIONS

(Continued from page 214)

ings; the brush-off technique with the press doesn't help to build good public relations.

"Sometimes, I think, we are too quick to take offense at adverse comments on our Federation or on women in general. When we come back at the commentators in a spirit of resentment, which reveals that the criticism has struck home we are really only playing into their hands because, of course, what they want is to 'get a rise' out of us and thus work up a lively controversy. On the other hand, when we call upon our sense of humor, and our sense of proportion, and treat the criticism with the indifference it usually deserves, we take the wind out of their sails. Remember, also, the editor always has the last word. Let's take these things with the easy good humor shown by our president when, recently, a newspaper called her up for a reply to a commentator on a New York newspaper who had made some facetious remarks about points she had made in one of her public addresses. Instead of the indignant tirade the reporter had expected, what he got was one of those infectious laughs of Sally's and the remark, 'Oh, he's just being a bit smart-alecky, don't you think?' It wouldn't hurt us to take the position of P. T. Barnum, who is generally credited with having been a pretty good public relations man for his day, who declared 'I don't care what people say as long as they talk about me.' After all, you know, women are here to stay; we don't need to be on the defensive.

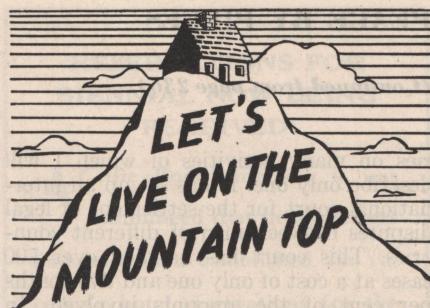
"On the other hand, when the people of the press or radio do us a good turn

by putting out a really fine, enlightened discussion of the situation and the problems of modern women—such as the article published in the June 16 issue of *Life*, in the preparation of which, your News Service and magazine departments cooperated—let's make a point of showing our appreciation by writing a letter of commendation and thanks.

"It is very encouraging to note the increased use that our clubs are making of radio. There is no question that radio is the greatest opinion-making agency in the world today. Let's make use of it to the fullest extent possible to us, and let's make use of it as skillfully as possible. Get the new radio handbook, *Radio and Your Club*, prepared especially for you by your Radio chairman, M. Marguerite Ralls and study it carefully. It is the best thing of its kind that has yet been put out in this country. It will give you everything you need to know in order to make an effective use of radio—how to prepare a radio script, how to go about making contacts and arrangements with broadcasting stations and for securing radio time. Furthermore, for the benefit of clubs in communities that have no broadcasting facilities, it gives suggestions on how to use the good programs constantly to be heard on the air for the enrichment of your club programs.

"In the preparation of our material—whether for the press or for the radio—let us never forget that what both press and radio want of us is facts. For our guidance we might take a verse that I found written on the flyleaf of a book in the library of our great leader, Carrie Chapman Catt, who has so recently passed from us. It is this:

I have six honest serving men
They taught me all I know
Their names are Why and What and
When
And Who and Where and How."



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Lead us, O God, who join the mighty throng,
United in one world's great brotherhood,
Grant to us hearts that beat in rhythmic song,
One common tongue that can be understood.

Guard well the torch of freedom in our hand,
It is a beacon light to all mankind,
Its sacred flame aglow throughout the land,
The only hope that earth's oppressed can find.

With single purpose may we be as one,
Vision undimmed before the tide of time,
Let self forget until the night is done,
For with the morn comes light to every clime.

May faith rise up, eternal joy proclaim,
Courage dispel the shackling fears of man,
And mercy mingle with sweet Justice's name,
Where cross the paths of every race and clan.

LEAD US, O GOD

by Marguerite Davis DeVore

The following international hymn, dedicated

by the author to Dr. Lena Madesin Phillips,

was sung by Sally Dunn at the Board meeting

PEACE BY PIECES

(Continued from page 236)

ries on many activities of which I will describe only one. It has set up an international court for the settlement of legal disputes between men of different countries. This court has handled over 700 cases at a cost of only one and two-tenths per cent of the amounts involved. In every case, except one, the decisions of this court have been carried out. In most cases the court has actually been able to settle the disputes by conciliation rather than by actual trial. This method of dealing with international disputes not only costs much less than taking a case to a national court, but it also reduces the ill-feeling which would otherwise be developed. The International Astronomical Union, to go to a very different field, coordinates the work of many observatories scattered throughout the world; this makes it possible to conduct scientific observations which would otherwise be impossible.

THE League of Red Cross Societies, through its international secretariat, conferences, publications, and visits of its experts, has stimulated and aided the establishment and development of first aid and home-nursing classes, health lectures, child welfare centers, training courses for nurses, anti-malarial and anti-tuberculosis dispensaries and sanatoria and other health activities by its national member societies in many countries.

The organizations of a religious character have made converts, established national member societies, strengthened the faith of believers, and have concerned themselves with many international, social and humanitarian problems.

Many of these international non-governmental organizations have prepared the way for official action and have even played a great part in the establishment of inter-governmental organizations, that is to say, those to which governments belong. An example of this is the International Association for Labor Legislation, which existed before the first World War and originated the ideas which were later put into the first international treaty on labor, the Franco-Italian treaty of 1904. It also prepared the way for the first international labor conventions of 1905, 1906 and 1913; and its work contributed greatly to the establishment of the International Labor Organization which is now one of the most important of the specialized agencies of the United Nations.

So far I have said nothing about the United Nations and its specialized agencies. After the very able presentation of the ABC's of the United Nations, which you and I had the privilege of hearing yesterday afternoon, little needs to be said. In two short years the machinery for dealing with almost every conceivable international common interest on the governmental level has been created or is

well on the way to establishment. Here we see, as never before in the world's history, the recognition of the importance of common interests. We now realize that all human interests have an increasingly international aspect. I believe that to establish peace we must first discover the existence of these common interests and then devote ourselves to their promotion. By doing that we will not only accomplish many useful services for the world and ourselves, but we will also gain world unity and lasting peace.

FOR peace is a by-product to be obtained not by frontal attacks on war and its causes, but by the flanking movements of developing our common interests. This will build up the habit of cooperation. The process is like that which happens within nations by the creation and development of national organizations (business, political, governmental, social, educational and so on through the whole gamut of human interests) each drawing its power from individuals or organizations scattered throughout the country. By this process the interests of the individuals or groups in any particular political or geographical subdivision become so intertwined with interests of a national character that any strife between one geographical section and another becomes "unthinkable." In other words, the relative importance of interests organized on a strictly geographical basis becomes almost insignificant compared with the importance of the interests organized on a national basis. Thus the basis of any conflict is transferred to national groups representing all sorts of functional interests; they can't organize to fight each other, so conflict between them takes place only on the political level. Until this process is well developed civil war is possible. We would not have had a Civil War in the United States if the railroads had run north and south instead of east and west, if trade between the North and South had been more developed, and if the process of the organization of interests on a national basis rather than a sectional basis had been more fully developed. It is just that process, which has advanced so rapidly since 1865, that now fully unifies our nation. We must rely on

the same process of peace by pieces to unify the world. We must come to a full realization that common interests are vastly more important than conflicting interests.

I would like to appeal to you that you should endeavour to change the idea which the press so assiduously promotes, that conflicts between the members of the United Nations are the all-important aspects of United Nations activities. I assure you the member governments agree on many matters—matters of fundamental importance. One needs only to read the Charter to realize how true that is. You can do much to overcome the tendency to magnify these differences into battles within the United Nations, and then to speak of the victory won by this nation or that over another. Let us try to secure at least equal publicity for the agreements and successes of the United Nations. In a word, let us try to develop a constructive approach which concentrates on the areas of agreements and seeks to make advances there.

A great historian, Arnold Toynbee, in his series of books entitled "The Study of History" has surveyed the rise to glory and the subsequent deterioration and death of many great civilizations. They have all, he says, passed through various stages, one of which occurs when after a time of troubles they have been unified by force. In each case the conflict leading to this unification killed the vital creative forces of the particular civilization involved and from this blow they were never able to recover. Our own civilization is now in its time of troubles. If Toynbee is right, its success or failure depends upon the method by which it becomes unified. If by war, then it is doomed. If by the constant growth of organized dealing with common problems, it will go on. The greatest tragedies in mankind's long history have been these failures of the creative spirit. The continuation of such failures is not inevitable; it is not inevitable that this civilization should fail and that mankind should have to start over again. It is perfectly possible for us to avoid sinking lower and for us from now on to rise ever higher and higher until we are able to give, as I said before, to every man, woman, and child in the world the fullest possible opportunity for the development of his individual personality. This vision of infinite progress I commend to you and through you to your members. Let us hold to this vision and be inspired by it.

RADIO SCRIPTS FOR UNITED NATIONS WEEK

TWO new radio scripts are available from the national executive office for use during United Nations Week, one an interview and one a forum. Send your order in early to ensure delivery well in advance. Price 15c each.

I CONGRATULATE you on the opportunities which are yours. As leaders in your communities you can emphasize the common interests which are exemplified in the international non-governmental organizations, and in the United Nations and its specialized agencies. In this way you can assist in the building of the world community and contribute your piece to peace. I thank you most gratefully for all that you have already done and will do for this cause. I wish you happiness through success in this and in all the other great tasks which lie ahead of you.

ACCENT IS ON POLITICAL ACTION

(Continued from page 214)

Nations representative and director of International Relations; and the Executive Office Workshop arranged and presented by Olive H. Huston, executive secretary, at which Mrs. Gertrude Flay Conroy, acting finance director, Virginia Carew, administrative assistant, Mrs. Theresa Stocker, assistant to Miss Huston, Barbara Wells, staff writer and editor of *Federation Highlights*, and Mary Speers, assistant to Pauline Mandigo, the Federation's director of News Service and Radio, gave details in regard to the specific services which the membership can expect from the executive offices.

In connection with the presentation of the news service awards, Pauline Mandigo, director of News Service, gave a talk on why good public relations are important to an organization such as ours.

At the conclusion of the meeting devoted to the reports of the Finance chairman, Grace S. Stoermer, and the treasurer, Maude Doyle, and the presentation of the budget, while the members of the Board were still in a mood to consider financial questions, Mrs. Joseph H. Robinson, director of the Women's Division of the United States Treasury Department, presented a color film, "America the Beautiful," with a talk on the benefits of the Treasury's new Bond-a-Month Plan of savings.

At the end of the Saturday morning session, time was granted to Howard T. Tooley, executive director of the Boys' Clubs of America, to present a film showing how boys' clubs lessen delinquency. At the conclusion of the showing, the Board members passed a resolution endorsing the organization.

The luncheon period on Saturday was devoted to a discussion of membership work and its problems under the

topic, "A Key to Fuller Living," with Miss Butler presiding.

The proceedings opened on a note of elation with the announcement that our Federation has close to 120,000 members in almost 2,000 clubs. Mrs. Sally Green Dunn, national Membership chairman, presented the expansion citations to state federations in which new clubs had been organized during 1946-47. She explained that each state must effect a 30 per cent increase in its June, 1947, membership by June, 1948, in order to contribute its share to our Federation's goal of 150,000 members by the 1948 biennial.

Olive H. Huston, executive secretary, and up to the time of the Board meeting director of Field Service also, spoke on the possibilities which our Federation offers its members for training in leadership. She described it in three steps which she termed *Escalator Etiquette*, the going-up process; *Pinnacle Poise*, tenure of office; *Stepping Down Technique*, relinquishment of office without loss of usefulness.

Associate Directors of Field Service Mrs. Lillian T. Maially and Beatrice A. Patterson explained the procedures for organizing new clubs, strengthening districts, awarding citations and making changes of address.

On Sunday morning, through the courtesy of Governor Gates, who made the arrangements, the members of the Federation were taken in busses to visit Spring Mill State Park where some of the early industries of Indiana have been restored and are shown in operation just as they were in Indiana's early days.

Note: So many requests have been received that the full text of Mr. White's address, "Peace by Pieces," be made available for use in observances of United Nations Week next month that INDEPENDENT WOMAN is publishing it in full on page 236 of this issue.

PUBLIC AFFAIRS

Political Unit 25c

Check your Score on Your Political Party I.Q.

Twelve Tips to the Beginning Politician

Politics—Your First Steps to Full-time Citizenship

How to Run for Public Office

Two excellent pamphlets:

Parties and Politics in the Local Community—Order from the National Council for the Social Studies, 1201 Sixteenth Street,

N. W., Washington 6, D. C. 50c

Citizens in Politics—Order from National Institute of Social

Relations, Inc., 1029 Seventeenth Street, N. W., Washington 6, D. C. 5c

RESERVATIONS FOR BIENNIAL NOW BEING RECEIVED

AT the Board meeting it was announced that headquarters had now been established for receiving hotel reservations for the 1948 biennial. Address Chairman Housing Bureau, National Federation Business and Professional Women's Clubs, 114 East 8th Street, Fort Worth, Texas.

RADIO SCRIPT FOR YOUR BUSINESS WOMEN'S WEEK

A LIVELY and fast-moving fifteen-minute radio script entitled "Horizons Unlimited" has been especially prepared for your observances of Business Women's Week and is now available from the executive office, price 15c.

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WINNERS IN NEWS SERVICE AND RADIO CONTESTS



State President Stella Barker shows the awards won by three Iowa clubs, two for Radio and one for News Service

AWARDS in the News Service and Radio Contests were made by Kathryn E. Pickett, News Service chairman, and M. Margarite Ralls, Radio chairman, as follows:

NEWS SERVICE:

Class I For the best special edition of a newspaper: BPW Club of Chariton, Iowa.

Class II For the finest news story or

feature article: BPW Club of Madison, Wisconsin.

Class III For securing the best editorial or column: BPW Club of Gary, Indiana.

Class IV For making the most effective use of the press in dramatizing the theme for Business Women's Week: BPW Club of Fort Worth, Texas.

Class V For the most effective use of pictures as a medium: BPW Club of Sidney, Nebraska.

The judges in the News Service Contest were Virginia Blood, assistant director of Women's Programs of *The New York Times*, and Mrs. Lee Cornell, director of the Club Service Bureau of the *New York Herald Tribune*.

RADIO:

First Place to the Des Moines, Iowa, BPW Club for two scripts by Reda R. Strauss, "The Spirit of BPW," presented over Station KSO on October 13, and "Unfinished Business," presented over Station KRNT on October 15, 1946.

Second Place to the San Dieguito BPW Club of Encinitas, California, for a script entitled, "Woman's Stake in the Peace."

Third Place to the Clinton, Iowa, BPW Club for a script entitled "This Atomic Age," written by Doris M. Grey and presented over Station KROS on February 26, 1947.

The judges of the Radio Contest were Elsie Dick, director of Educational Programs of the Mutual Broadcasting Company, and Lisa Sergio, radio commentator.

Committee Aids For Education and Vocations

IN accordance with the recommendation of Ethel M. Johnstone, Education and Vocations chairman, a

Vocational Subscription Service

is now established, subscription price \$1.00 a year. During the year the subscriber will receive booklets or pamphlets containing up-to-the-minute information on the employment problems as they affect women workers.

As its first item, the Service offers "Women's Opportunities and Responsibilities," the May 1947 issue of *The Annals of the American Academy of Political and Social Science*, the regular price of which is \$2.00.

Other items in the Education and Vocation Service:

Vocational Kit for 1947-48 . \$1.00

Top Form for Your Top Job .05

Employer-Employee Give and

Take, a summary of club codes .05

Standing: Mrs. Gladys Oiphant, Mrs. Eva M. Chase. Seated: Grace Daniels, Mabel Wells, Mrs. Lillian V. Hulse

AND NOW WE'RE OFF ON THE NEW CLUB SEASON

THE 1947-48 season of our Federation has been officially opened. The national chairmen have pitched the first ball. Personal letters from each one to her state and club chairmen have been mailed from the national executive offices. Club chairmen will receive their copies from the president of their club.

So, presidents all, be quick on the pickup and pass the ball to your chairmen. The team may be out of practice after vacation. Here is the chance to use the help of your national leaders to get work organized and off to united action on the Work Plans published in the August issue of *Federation Highlights*.

Fine goals are ahead. But they call for team play. Time is of the essence for

success. If a team is to qualify for the big league circuit, the play must be close and snappy. Each member committee needs the correlated active support of all other committees for every home run scored in achieving Federation objectives.

These letters should reach all clubs by August 20. Should this mailing fail to reach you by that date, notify national executive offices so there may be no delay in sending you additional copies.

NATIONAL chairmen have opened the play. State chairmen are counting on their home teams to get into action. Our leaders are counting on every member to play ball. Your town needs your team. You have the plan. Let's go! Play ball!



The National Federation of Business and Professional Women's Clubs

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